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Local Government SERVICE

**A FIVE-YEAR
PLAN FOR
NALGO!**

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OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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THREEPENCE

REAL TOWNS — AT LAST!

MR. BEVAN'S speech opening the housing debate in Parliament last month fully confirmed the forecasts of our leading article in the September journal. "Housing," we wrote then, "is the nation's first need, and in its provision we can be sure that local authorities will now carry the biggest share. We may hope for a solution at last of the delays and hesitations over land acquisition and control which have hitherto seriously delayed planning and the preparation of sites."

Both these anticipations are fulfilled. "We shall ask local authorities to be the main instruments for the housing programme," said Mr. Bevan: "they are admirably suited for this work. . . . We are going to ask the House to approve a Bill by which land for all public purposes, including housing, will be acquired by all those agencies which have power of compulsory purchase under Act of Parliament by the same processes that land is now being acquired for temporary accommodation. . . . We are going to have no protracted negotiations with the landlord for getting houses."

Balanced Communities

But the statement went a good deal beyond that broad outline of policy. The Minister has recognised the major weakness of local government housing in the past and intends to remove it.

"I would like to ask the House to consider," he said, "the grave civic damage caused by allowing local authorities to build houses for only the lower income groups and private speculators to build houses for the higher income groups. . . . You have unbalanced communities. You have colonies of low-income people living in houses provided by the local authorities, and you have the higher income-groups living in their own colonies. This segregation of the different income groups is a wholly evil thing, from a civilised point of view. It is condemned by anyone who has paid the slightest attention to civics and eugenics. It is a monstrous infliction upon the essential psychological and biological oneness of the community."

In that short passage, the Minister put his finger on the biggest single defect of civic housing in the past—the defect which made the "council house," notwithstanding its superiority, structurally, architecturally, and aesthetically, to the "fretful fronts" of much private enterprise housing, a term of reproach between the wars.

In future, then, local authorities are to be allowed to build, not merely "estates," but communities—communities in which the professional man and the artisan, the doctor and the dustman, the toddler and the old-age pensioner, can live side by side, not in identical boxes, but in homes fitted to their different needs, yet planned as an architectural and human unity.

What an opportunity for the housing

committee and the architect of imagination! For the first time since the industrial revolution, which began the sorry process of class segregation, we have a chance to get back to the real town as it existed in the Middle Ages; a town of citizens linked by their common

as attractive as that offered by private enterprise. It has not done that yet, save in a few exceptional areas. Happily, there are signs today that its leaders are realising the need and are preparing to meet it: the "Charter" now before the National Whitley Council and soon, we trust, to be agreed and published, will be a fruitful first step. But the "Charter" will be worthless until it has been adopted. If it is to produce the men in time, it must be adopted soon, and widely.

Of the more detailed execution of the policy, the Minister gave more indications when he addressed a conference of the Association of Municipal Corporations before the debate. The Government, he pointed out, had now tidied up its own organisation, clearly defining the responsibilities of the various departments concerned. Local authorities must overhaul and speed up their own procedure. Could not housing committees be given emergency powers, to avoid the delay involved in obtaining the approval of the full council?

Mr. Bevan promised, in addition to the wider powers of land acquisition mentioned in Parliament, a big speed-up in the release of technical staff, and measures to keep down prices. But local authorities must play their part, too, by resisting high tenders and strictly controlling waste of labour and materials on isolated jobs of repair and construction: for the present, mass production was the need, and the man who wants to build a single house for himself must wait. But, while prices must be kept down, standards must not: we were building for a long time, and must not sacrifice quality for quantity. Nor should local authorities pay undue attention to boundaries; if the only suitable sites were outside their boundaries, they should build there.

The task is a frightening one. But we do not share the pessimism of Mr. Bevan's critics. We believe that local authorities and their staffs will do it, and do it well. They have never failed the nation yet. They will not fail it now—their greatest opportunity.

The Problem of "Blight"

ANOTHER aspect of the housing situation was provided by the recent exhibition in London of MAX LOCK's plan for the reconstruction of Middlesbrough. This is a town with a considerable blighted area. In the older part, in which lives half the population, three-quarters of the houses (most of them over 70 years old) have no baths, one-twelfth have no inside water supply, and many are crowded at 50 to the acre; smoke pollution is three times as heavy as in the new areas (implying old-fashioned and inefficient grates), there are few public open spaces, and hardly any private gardens. Health standards are well below the national average, though the birthrate is higher.

The plan proposes that, after the building of 3,000 urgently needed new houses, all this old

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citizenship, a town without "East End" or "West End," in which rich and poor, craftsman and labourer, employer and employed, share the same streets, the same shops, the same services, and thus, despite all the differences of nature and nurture, the same communal interests. It is not too much to say that the building of such towns may do more than all the politicians and churches to bring about that classless society which has been the aim of reformers for centuries.

Measures—and Men

But it will be no easy task. Its execution, on the scale and at the speed required, will call for sweeping changes in the outlook of many local authorities, and a vast expansion in both the numbers and the quality of their staffs. For the first, we must look to the citizens themselves. How far they have appreciated and responded to the needs of the age, the result of the borough elections, which will be known by the time these words are read, may indicate. For the second, we must look to the service, and the local authorities who employ it. If local government is to rebuild Britain, then it must recruit to its service the best planners, architects, engineers, technicians, and workers, the nation can produce—and it can do that only by offering them a career

property should be replaced. The work of replacement will take until 1975.

But is that enough? Must the people of Middlesbrough—or some of them—be condemned to go without baths and indoor water, and to put up with inefficient grates and cookers, for another forty years? Surely it would not be impossible, alongside the replacement programme in this and many other of Britain's blighted towns, to undertake a scheme of reconditioning that would at least palliate the worst of the evils. It would mean, possibly, doubling the national order—for baths and other equipment over the next ten years—but bigger orders usually mean lower prices, and the cost would be reduced to that extent.

L.C.C. Lifts Marriage Bar

THE London County Council has given a lead to other local authorities in removing the bar on employment of married women. In the past, the attitude of the council has been purely opportunist. It lifted the bar in respect of women teachers and doctors in 1935, and from time to time since then it has followed suit in respect of other grades—such as domestic workers—for which single women applicants were insufficient. The attitude of the staff was mixed; a ballot taken ten years ago showed an absolute majority against removal of the bar, but a majority in favour among the women voters. Just before the war, the staff association asked the council to permit the employment of married women in certain grades in which the fact of marriage might be considered an advantage, e.g. almoners, children's care workers, and school nurses; the council declined. Early in the war, again, the association proposed a general removal of the bar for the duration of the war, but it was not until 1941 that the council decided to do this.

The initiative in the present root and branch removal came from the council. The staff has decided to offer no opposition, but has taken care to protect the interests of women who, under the council's pension scheme, are entitled to certain special benefits when they retire on marriage as a *quid pro quo* for the interference with their freedom implied in compulsory resignation. These benefits are to continue, for those who entered the service while the bar was still in full operation, until 1947; after then, no special terms will be given to married women.

The lead thus given by the biggest local authority in the country will provide a valuable precedent to NALGO, which has long urged the general lifting of the bar as an unwarrantable interference with the private lives of employees. Though whether lifting of the bar will result in any substantial number of women remaining in the service for more than a year or two after marriage is another question.

Jobs for L.G.O.s in Germany

THE Control Commission for Germany has asked NALGO to draw the attention of members to the fact that there are opportunities for experienced local government officers, serving and retired, in the British Zone of Germany.

These officers will be stationed with Military Government detachments at regional and local government centres. Their duties will be to advise on all technical questions of administration and local government, such as the appointment of German officials, the establishment of nominated representative, and subsequently elected, councils; the organisation of German administrative offices; and questions of establishment and procedure. The work is of great interest and importance and entails a sound knowledge and experience of local government, mainly from the angle of the town clerk's department. Knowledge of

(Continued at foot of next column)

Harry Allen—A Great Leader and Tenacious Fighter for NALGO

By E. L. RILEY, Chairman, Service Conditions Committee and Vice-Chairman, National Executive Council.

MY earliest memory of Harry Allen was at the Southport Conference in 1925, at which we were both branch delegates. At this and later conferences, until we were both elected to the N.E.C., we took an active part in NALGO's famous sport of "platform-baiting," priding ourselves that

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

Appointment of General Secretary

The National Executive Council of the Association invites applications for the position of General Secretary. The commencing salary for the appointment will be £2,000, rising by annual increments of £100 to a maximum of £2,500, plus a cost of living bonus (at present £59 16s. per annum).

The appointment will be subject to medical examination and will be a permanent one, carrying the right of admission to the Staff Superannuation Fund on terms, particulars of which will be supplied to intending applicants. The appointment will be subject to three months' notice on either side.

The person appointed will be required to devote his whole time to the duties of the office. Applications must be submitted on the prescribed form obtainable from the Acting General Secretary, NALGO, 24, Abingdon Street, Westminster, S.W.1. The application must be addressed to the President of the Association, in the special envelope provided, and must be received not later than 30th November, 1945. Canvassing is prohibited.

the defending batsmen occasionally found themselves in difficulties against a Lancashire-Yorkshire attack.

That early friendship has ripened and become deeper with the passing years. We have been in so many tight spots together, run so well in double harness, seen so many mornings after the night before, that we have become known as the "NALGO twins."

That is not to say that we never differed; on the contrary, the differences have been fairly frequent and often loud and argumentative—but, having settled them to our mutual satisfaction, we have presented a united front to our committees, the N.E.C. and Conference, to say nothing of many scores of deputations and meetings of the National Whitley Council.

We have stumped the country in good company. The pre-war campaign for national salary scales brought together a wonderful team of enthusiasts—Garrard, Harrod, Ernest

(Continued from preceding column)

German is an added qualification. Appointments carry the equivalent status of Captain, Major, or Lt.-Colonel, with salaries ranging roughly from £350—£900 a year, plus allowances and free board and lodging.

Further information can be obtained on application in the first instance to Rear HQ, Administration and Local Government Branch, Internal Affairs and Communications Division, Control Commission for Germany (BE), Flat 20, Nevill Mansions, Warwick Road, London, S.W., phone: FRObisher 8121, ext. 31.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the Journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Young, Pinches, Arthur Bolton, Len Taylor and others—and took us to all parts of the country. The results are becoming evident to-day.

We have been stranded in outlandish parts, sampled hotels that were good, bad, or indifferent, become fairly expert at "snooker," and acquired a wide knowledge of men and affairs in discussions that often extended into the wee sma' hours. Our war-time meetings in London cemented a comradeship and understanding that will last a lifetime. Oh, those blitz nights! Two in particular stand out in memory—a very hot one at the Charing Cross Hotel, and one at Leeds where, had we not "ducked" quickly, we should certainly have had it.

All this, of course, is leading up to something. Well, here it is. Harry Allen, for the time being, is leaving active service on the N.E.C. front to take up a pioneering job at Sheffield. The Sheffield Corporation, with some perspicacity, has appointed him to be establishment officer, a job with heavy responsibilities, but big with possibilities.

Harry is the right man in the right place. That he will be successful and enhance his reputation goes without saying, but here's wishing him luck and that good fortune he so richly deserves.

Negotiator of "Charter"

It is a sad reflection on the local government service in general, and the West Riding County Council in particular, that Harry should have reached the age of 49 before his merit and ability received recognition. Many of us have urged him to take the step he has now taken. Although we are the losers, we must, in fairness, say: "Thank goodness, Harry, you did it before it was too late." And to that I would add:

"NALGO is proud of you, is indebted to you for some 25 years of wonderful honorary service. Your branch and district know well the extent of your local interests; you have filled their honorary offices with credit to yourself and benefit to them."

"In the field of Whitleyism, you have been a tower of strength. The Yorkshire provincial council has known you for many years as its chairman or vice-chairman, and the notable advances made in that area redound to your honour. Our old National Council functioned so well under your guidance that our early negotiations on 'war bonus' made us first in the field."

"The subsequent talks and representations that led up to the reconstitution of the present National Council were under your leadership, and we have no doubt that the 'Charter,' when promulgated, will owe much to you, as a negotiator. It is a thousand pities that you cannot see it through to the end, but we shall not fail to remember the very full part you have played."

In saying a personal good-bye to Harry I am very mindful of his 13 years' membership of the N.E.C., out of which he has spent eight years as chairman of the service conditions and organisation committee. I have been his vice-chairman throughout that time and so can claim, perhaps more than anyone else, to know and appreciate all that he has done for the cause. We are losing a leader, an outstanding character, a staunch comrade, and one whose tenacity of purpose, tempered with good humour and generosity, has contributed in no small degree to the great advances made by our Association during the past decade. Speed the day when he is once more actively engaged on the work he loves!

Harry Allen's Stirring Farewell Call for a Five-Year Plan for NALGO

As we record on another page, HARRY ALLEN, for thirteen years a member of the N.E.C., for eight years chairman of its service conditions committee, and for the same period staff side chairman of the National Whitley Council, has resigned all his offices in NALGO. In this farewell message he looks back over twenty-five years of arduous but successful struggle—and forward to a still brighter future for the Association and the local government service, with many big tasks yet to accomplish.

ON leaving the national field of NALGO's activities for the more sheltered (?) life of an establishment officer, after 13 years on the National Executive Council, I feel impelled to express to all our members my impressions of the past and hopes for the future of our Association.

It has been my good fortune to take a leading part in what is the bedrock of our existence as a trade union—our work on salaries and conditions of service. In fact, it was my strong feeling 25 years ago that we must have national scales of salaries that brought me into active work in NALGO, first through the branch, then through the district, and finally in the national executive. The attainment of national scales has been my one theme throughout the whole of my service in the Association.

It has been a period fraught with difficulties and disappointments, but it has brought a crop of successes, and every effort has been worth while.

Without feeling that I have joined the ranks of the "world's half-pay list," or that I have even entered the realms of semi-retirement, I can now look back over this quarter-century to see where we have travelled, what we have done, and where we have failed.

First, I wish to pay tribute to the splendid team of stalwarts whom you have elected to serve you on the National Executive Council. Their sole concern is to improve the conditions of employment in our service that it can truly be described as the finest in the world. Already, the British local government service is the envy of every other country; and its officers are deserving of first-class treatment.

"I Almost Despaired!"

Yet, looking back, there were times when I almost despaired as I contemplated the scant recognition given by the community to its local government servants. With more than 1,500 individual local authorities of various types, each able to deal as it liked with its officials, the position was appalling; in fact, the Editor would not publish the adjectives I should like to apply to the conditions we found during our national campaign, which was so rudely interrupted by the war.

By persistent pressure and splendid team work of your Council and officers, we persuaded the Minister of Health, after years of continuous effort, that he had more than a passing interest in our salaries and conditions of service—indeed, that he had some responsibility to establish adequate machinery to end the chaos. Even with the Ministry's help, it took about three years of protracted negotiations to reconstitute the National Whitley Council, with the inclusion of all the national associations of local authorities.

It is now two years since the first meeting of that improved council. I do not propose to survey all its achievements, but to mention one only—the most vital and far-reaching of all and my own primary objective throughout my active service in NALGO—the attainment of national scales. Yes, they really are in sight!—and it is my great regret that I was not able to remain in office for a few more weeks to see those dreams of 25 years come true.

When they are proclaimed, there will be the sanction of the Wages Councils Act to enforce their acceptance; but I feel sure that they will be accepted without question by the majority of local authorities.

It has been a real pleasure to lead the negotiations through the critical stages, and it is appropriate that I should pay tribute to the panel of expert negotiators which NALGO is so fortunate to have at its disposal, and also to the members of the employers' panel. There have been difficult times, prolonged sessions, hard and at times keen fighting, but through it all there has been a determination, increasing as the negotiations proceeded, to make a good job of our service.

We were not, of course, able to convince the employers that all we asked for was just, but the foundations are well laid. I envy those who follow in the good work on the National Joint Council.

Big Tasks Ahead

And now, what of the future? I remember returning as an ex-service man from that other spot of bother, with much the same urge as many of our thousands of colleagues are returning now. It is now their turn, young and virile as they are, to take up the burdens and responsibilities of office. There is much to do, much to work for, and I envy them their opportunities for service.

My ideas for the immediate future are based on a five-year programme, always new and always under review. One must plan ahead, and I put these as my own priorities:

1. **National Scales.** These have been, or soon will be, approved nationally—but we must see that the recommendations of the National Council are adopted locally. Every member in every branch and on every district committee, will have to concentrate on getting the machinery going. Application of the scales will call for skilled negotiation, in the provincial councils and in the branches. In our national scales and charter of service conditions, we have tried to cover every officer—but it is in the field that we have to get them applied. We can do it: we have thousands of voluntary workers and a skilled, though small, band of paid officials. All must work to secure the adoption of these national standards at the earliest date. The great thing about NALGO, to my mind, is that there is so much for all to do.

2. **Organisation.** We must build up and expand our organisation, both at Headquarters and in the field. We need many more experts at Headquarters and officers in the districts. Some are shortly to be appointed—but we shall need still more.

3. **Compulsory Arbitration.** At present, this is provided for by the Wages Councils Act. But that will be effective for five years only. Before it expires we must secure other statutory provision to replace it.

4. **Expansion of the Charter.** As it stands, the Charter goes a long way to meet our claims. But I should like to see our programme embrace not only its general acceptance throughout the country, but also its considerable expansion.

5. **NALGO Co-ordination.** Finally, our

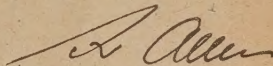
programme for the immediate future must include a continuous tightening of the relationships between the branches, the districts, and the National Council. This carries with it the need for the closest possible link between the staff side members of the provincial councils and the general organisation of NALGO, to ensure that national policy is made effective in the shortest possible time.

Whilst I am leaving the stage, I want all my colleagues to know that my interest is just as strong as ever, and that, in my new sphere, I shall have endless opportunities for serving my fellows. I shall watch with a jealous eye the pronouncements and edicts which will emerge from time to time from the National Executive and the National Whitley Council.

My appeal to you all is to give of your best to the service, knowing that there is joy in serving; to make our Association a united body and keep it so; to make Conference a live and constructive force; and to keep the whole organisation infused with strong, virile reinforcements and, above all, goodwill.

May I thank all those many kind friends who have taken the trouble to write to me. My last word on leaving your Council is to urge all our members to believe—as no doubt most of them do—that they have the finest and best trade union in the country.

Carry on the good work!



100 LOCAL EXHIBITIONS IN NINE MONTHS!

Branches' Fine Achievement

JUDGING from the press-cuttings which pour daily into Headquarters, the NALGO exhibition continues to hit the headlines, and recent displays at Cardiff, Coseley, Erith, Guildford, Maltby, Newcastle-upon-Tyne, Ripon, Spensborough and Witham appear all to have upheld, if not improved upon, the high standard set by previous shows.

Cardiff's exhibition was seen by 30,000 people in a week—8,000 on a single day!—and the accompanying Brains Trusts, held on four consecutive days, were all packed. The city council took up the exhibition with enthusiasm and, in addition to the main display, produced a superbly illustrated handbook of 44 pages on the city's services. As the attendance demonstrated, publicity was excellent.

Maltby combined the exhibition with its coming-of-age as an urban district; Erith combined it with the first of a series of public ballots for new or newly-repaired houses; and there were many other bright schemes. Publicity ideas adopted by different branches include bookmarks in all public library books, stick-on labels on all correspondence from the town hall; advertisements on machine-franked envelopes; distribution to local shops of the leaflets supplied by Headquarters, overprinted with the place and date of the exhibition; use of loud-speaker vans; and special invitations to local youth and other organisations.

By Christmas—nine months after the exhibition was launched—branches will have arranged nearly 100 local exhibitions all over the country. When it is remembered that probably not more than fifty such exhibitions had been held throughout the country during the previous 1300 years or so of local government, this is no small achievement.

In addition, more than 14,000 copies of the report on public relations of the NALGO Reconstruction Committee have been supplied to councillors, either by the councils themselves or by NALGO branches, and at least 300 local authorities are now considering its proposals. So we may hope, if branches play their part, for early and positive results.

Local Government Can Do Much More for the Lonely Aged and the Chronic Sick

By W. E. MORGAN, Hon. Treasurer, N.A.A.L.G.E.

In Great Britain today there are 4,200,000 men and women over 65. The number is increasing, and by 1980, according to D. V. Glass's most optimistic estimate, will be 5,860,000. Many of these people, by no means all of them poor, cannot secure proper comfort or care save in an institution of some kind. Here is an urgent, though commonly overlooked, problem for local government, for which Mr. Morgan, who is master of Fairmile House Institution, Christchurch, suggests a solution.

MASTERS of public assistance institutions up and down the country are constantly being asked to admit into their institutions and homes lonely elderly people, men and women, who have money of their own and can pay the cost of maintenance. I have personally seen many of these people, or their relatives or friends. They are men and women of standing and culture, who cannot find any suitable home outside an institution, and their quest always conveys to me a sense of tragedy and frustration.

There are many causes for this: lack of domestic help making it difficult for relatives to give the old people the care they need; lack of accommodation in the home and the need to provide for growing families; and often, I fear, just the temperamental difficulties which occur when the young and old live together in a confined space.

It may be, also, that filial loyalty is sometimes overshadowed by a stronger urge to give the children in the house the first care. There are, too, many who have no known relatives.

Whatever the causes, the demand for accommodation for the aged away from their homes is increasing. The problem is acute today, and in a nation in which the proportion of old people is increasing, it will grow worse.

In the past, it was possible for old people with money to go to the smaller nursing homes or to be boarded out in various ways. But today, nursing homes are a luxury few can afford, while the war has seriously reduced other types of accommodation suitable for the aged, and especially those with disabilities. Voluntary effort helps a little. Some homes for elderly people have been opened in recent years; but usually they cater only for those who are reasonably active and without obvious disabilities, and, even so, there are too few of them to meet the demand.

New Order Needed

It follows, then, that local authorities are, or will be, called upon to assist these old people in ever-increasing numbers. What can we do about it?

The hospitals and other institutions available for such people today are administered by local authorities through either their public health or public assistance committees. Before the passing of the Local Government Act, 1929, practically all were administered under the Poor Laws, but that Act allowed local authorities to transfer the sick to the care of the public health department, and many did so, especially when they could conveniently allocate them separately. But large numbers are still maintained under public assistance committees, mostly, probably, in mixed institutions which cater for both the chronic sick and non-sick persons.

Many of the functions of the old Poor Laws have, in recent times, been transferred to other departments, the implication being that they thereby attain a higher status in the social scale. Be that as it may, what is not understandable is why, if the code was no longer suitable for present-day life, it was not all scrapped and a total new order instituted. Officials can act only in conformity with the laws they administer, and if those laws were bad for the sick, they were equally so for the non-sick.

It was inevitable that the raising of the status of one section in this way should depress the status of the other, especially since the non-sick remained disqualified from their old age pensions while the sick had theirs. The granting of pocket money under an Act of 1938 has largely neutralised this, but the disqualification remains as a token of out-of-date laws.

One Code for All

This prelude brings me to what I think is the first and most fundamental reform necessary to emancipate the aged in institutions. We are told that the Poor Laws are at last to be abolished, and what we want to ensure now is that there shall in future be one code and one code only for all forms of treatment and care. Unless this is achieved, I have no doubt that, before long, we shall have a counterpart to the invidious distinctions which, with or without real cause, the public has come to regard with such suspicion.

Assuming the One Code system, what can be done?

Having got the foundation right, we can build anew. We must forget the old deterrent ideas on which the Poor Laws were founded. Officially, they are largely forgotten now, but only complete re-orientation will bring the results the public now demands.

We must transform our institutions into real eventide homes and build experimental smaller homes for suitable cases—the more experiments the better.

Such homes should always be near public transport services; have as many single bedrooms as possible (and, in any case, no large dormitories); allow the residents full freedom to go out, consistent with safety; encourage visitors; give comfort and amenities—wireless, good libraries, plenty of warmth (very important this); allow the residents to wear their own clothes, where suitable; and have good lighting and pleasant gardens, for use and not only for show.

My colleagues and I hope in the future to see a full development of occupational and diversional therapy by trained therapists, combined with a personal and individual service to assist in writing letters, choosing books, and in other ways to make residents feel that they can still lead useful and cultured lives.

Much of this is now done already—or was, when staff was available—but the outlook of many authorities was too narrow.

I do not agree with those who advocate that the chronic sick must always be segregated in another institution or hospital, although a proportion should certainly be treated in general hospitals.

Scandinavia held pride of place in the care of the aged, and the system there largely combined homes for the aged and the chronic sick most successfully. My own experience tends to confirm this method. There is a very thin line of demarcation between the aged infirm and sick, and it is not only desirable but essential to have buildings for both close together; I have often known lives to be saved by immediate treatment. It is a comfort to the old people to know that efficient treatment is available near by and that they can readily return to what they have come to regard as their home if and when they are better.

I was interested to visit recently a delightful

colony of Eventide Homes (I like the name!) built a few years ago by voluntary subscription. The occupants are allowed to live rent-free in ideally built and situated homes of their own. All must, of course, be reasonably active and be able to perform their own house work. It seemed to me to be ideal, so long as the residents were well. When they were ill, however, the local institution became for most the only alternative, with a certain break-up of the little home if the illness was persistent. The question of a sick bay is being considered here, but for the more aged I doubt if this will suffice.

My point in mentioning this is that it is the "ultimate" which is so important and which looms so largely in the minds of the aged—who are not by any means only the poor as we have known them in the past. Granted the one code, that ultimate can be satisfied by the home which caters equally for the two classes on a high plane of status, efficiency and comfort, a home in which those on the borderline can be cared for without being fussed by a hospital regime, while those who require constant medical and nursing attention can receive it without going outside the home.

Hospitals are in the public eye today—they have had a full measure of publicity for some years past—and that is all to the good. It is time, however, that the aged and the chronic sick had a 'look in'. The White Paper barely mentions them. Never forget the "ultimate" that I have referred to. In my judgment, it is as important a factor in the lives of a large proportion of the population as the provision for the acute sick.

I have little space to mention home helps. Schemes for this will be important, and in many cases, no doubt, they could be administered from the central home for the aged. Home helps will tide over many temporary difficulties, but they will not and cannot be a full solution of the problem.

Municipal Administration Best

It is suggested in some quarters that voluntary agencies can administer to the aged and infirm more satisfactorily and completely than can a local authority. In my view, this is a fallacious idea.

Officials, as I have implied, are just what the law and the authority design them to be. They can only carry out the policy assigned to them, but they are often blamed as if they had themselves framed the regulations. What the public mostly does not know is that it is officials who have been behind most of the progressive movements away from harassing inhibitions. Given the encouragement, the status, and the tools to do the job, the local government officer will give the public what it wants.

Voluntary effort is valuable in many experimental schemes, largely because it is untrammelled by official regulations; but there is no reason why official experiments should not be equally free and, given that freedom, they should be even more successful.

In any case the administration of large homes such as I have tried to describe can be successfully achieved only after a lengthy period of study and training, and, in the last analysis, there is no difference in the make-up of a paid servant of a voluntary body and that of the servant of the local authority. We have long advocated a professional qualification, but, I am sorry to say, with little encouragement from quarters which should know better.

A last word on recent developments. The war brought many accommodation problems, among them that of housing the sick. The emergency hospital scheme involved the "squeezing" or "crowding" of public assistance institutions, with the result that many of the buildings or wards freed have become more or less permanent and separate hospitals. The indignities I have mentioned have thus

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Scrap That "Teaching Experience" Bar to Promotion in the Education Service! 437

By N. W. BINGHAM

The growing insistence on "teaching experience" as an essential qualification for the best administrative jobs in the education service is barring promotion to administrative officers, however brilliant, who lack it. Conference called for equal opportunity for them, and the N.E.C. is now considering how to secure it. Here, Mr. Bingham, a member of the N.E.C. and himself in an education department, shows how illogical is the bar and how its continuance must lower the standards of the service.

EACH week, advertisements appear in the educational journals of appointments to the staffs of local education authorities, many of them new posts made necessary by the Education Act 1944. Most of the advertisements for the more senior posts specify that: "Candidates should possess a University Degree and should have had teaching experience." Some phrase it: "teaching experience desirable"—but the result is the same; the teacher gets the job.

This practice of appointing teachers to administrative posts is not new: it has been going on for many years. But it is more important today because of the number of posts being created by the new educational organisation; and it has been extended until, with few exceptions, every administrative post in an education department, whatever its nature, carrying a salary of £500 a year or more, is offered to a teacher.

It is interesting to notice, also, that the advertisements for the more highly paid posts commonly refer to experience in educational administration as "an additional" or "a desirable" qualification: rarely is it considered

essential and often it is not mentioned at all. But for the more humble posts it is nearly always "important" or "essential." How curious that relatively routine duties valued at about £200 to £350 a year cannot be carried out without previous administrative experience, but that a man can apparently undertake a highly salaried post with no previous training or practice in administration!

The encouragement to university graduates to enter the service is obviously desirable, but it is worth remembering that the Hadow Report on the Qualifications, Recruitment, Training and Promotion of Local Government Officers commented: "... the proportion of graduate entrants to any one local authority must be carefully regulated in order that the opportunities for other officers are not unreasonably blocked. We wish further to make it clear that we do not suggest any preferential treatment for graduates, or that a proportion of higher posts shall be reserved for them. Once in the services advancement must depend on proved practical ability in the actual performance of work at whatever stage the officer has entered"—and the report did not suggest that they should always enter at the top.

Inexperienced Administrators

been accentuated, since the best buildings or wards were lost to the public assistance committee for the time being and their patients were, and still are, often housed and treated in out-of-date and quite unsatisfactory conditions.

I hope that public opinion will insist on this state of affairs being ended at the earliest opportunity. The chronic sick and the aged need pleasant surroundings and comfort even more than do short-stay patients. Many remain in the institution for the rest of their lives, and it is unthinkable that they should be relegated to conditions which were thought to be unsuitable twenty or thirty years ago.

Better Salaries and Conditions

This aspect has its repercussions on staffing. The care of the chronic sick is of vital and increasing importance, but nurses cannot be expected to give their working lives to such arduous work unless the working conditions are good. Salaries, also, must be adequate to attract suitable applicants.

On the administrative side, there is a strong tendency to depreciate the value of the work as compared with that in acute hospitals. Again, many nurses under the Rushcliffe scales receive less than cleaners under recent J.I.C. awards and, consequently, amendments to the scales are now overdue. It is difficult to understand why all salaries and wages in such establishments are not considered together.

Finally, the public must not allow the chronic sick to become the depressed class of the new era. They must also see to it that the nurses trained for this work are given that work to do and not used as ward maids in acute hospitals; that the work is given due dignity as an integral part of the nursing of the sick; that medical schools include the treatment of the chronic sick in their curricula, and that far more interest is taken by the profession in such cases, which, after all, form the majority of the patients in many practices.

In short, it is time that the old people and those caring for them had the square deal which so many of them lack today.

We all know that teaching is a trying profession and that many cannot stand a lifetime of it. But that is not a reason for preserving the higher ranks of educational administration for the weary teacher; he should be put out to grass in some less vital field.

It is obvious that some posts in educational administration must be filled by those who have had teaching experience; clearly, inspectors of schools and advisors in specialist subjects must have had direct experience of the work in which they offer criticism and advice. Moreover, it may well be desirable to have a sprinkling of teachers throughout the administration to ensure that staffs never forget that they are dealing with teachers and children and not merely with forms and regulations. But to insist on teaching experience for all relatively senior posts means that all those young men, possessing the educational qualifications which we regard as appropriate for general entry to the local government service will, if they are unfortunate enough to find themselves in an education department, be restricted to routine clerical work in the lower ranks and can never hope to obtain even the moderate rewards which come to the deserving in other departments merely because they lack a qualification which is not essential to the carrying out of their duties and which they cannot obtain.

NALGO publishes a list of examinations appropriate to each department of a local authority, including half a dozen or so for those in education departments. This list is completely misleading unless it is accompanied by a warning that the passing of any or all of the examinations listed will avail the ambitious young officer nothing if he has not been a teacher. The only honest advice we can give today to a young man about to enter an education department is: "Don't. Persuade the authorities to train you as a teacher, and come in here later."

It will not be denied that educational administration requires a general clerical staff of a calibre at least equal to that of the staff of any other department of a local authority. Yet, so long as this arbitrary restriction to promotion exists, education departments are like to recruit only those whose limited capacity and ambition leaves them content to remain in the lower ranks of the service.

An Impracticable Suggestion

It has been suggested that one way of dealing with the problem would be to arrange for a few of the best clerks to gain teaching experience. But is this suggestion practicable? Would a local authority be willing to make an adequate financial grant to enable a clerk to receive training and practice in teaching, merely so that he might return to administration at a higher level? And would the training colleges be willing to allocate some of their limited number of places to these pseudo-teachers or the schools to welcome them while they practised?

Surely NALGO cannot accept the assumption that a local government officer who has entered the service at the normal age and by the normal recognised method of recruitment is thereby excluded from promotion to the senior posts in his own department. Is it not reasonable to claim that senior administrative posts can and should be filled by those who have trained and practised in administration and that the man who has proved himself by gaining promotion from the lower rungs of the administrative ladder is not unfitted to occupy even the highest posts in the education service? In this we have the support of the Hadow Report which holds that "it is a fair generalisation that in the largest authorities the functions of any chief officer of one of the major departments are mainly administrative" and draws the conclusion that "the technical qualification is of secondary importance."

Lifting Promotion Bar in Education

NALGO's National Executive Council met in London on October 6 under a shadow as dark as it was unexpected—the resignation from all the Association's national activities of HARRY ALLEN, since 1937 chairman of the service conditions committee, and since his first election to the Council in 1933 one of its most vigorous and inspiring leaders in the drive for a square deal for the local government officer.

Mr. Allen explained the reason for his resignation in the following letter to the acting general secretary:

"It is with deep regret that I have to resign my seat on the National Executive Council with effect as from the 30th September next.

"This is occasioned by my appointment to the post of establishment officer to the Sheffield Corporation which entails my resignation not only from the National Executive Council and my appointments as representative on the National Joint Council and the Rushcliffe Committee, but also my appointments in Yorkshire.

"I feel sure that my colleagues on the N.E.C. will appreciate that this means to me a very serious wrench after 13 years' service on the Council, and more than a quarter of a century in active service for NALGO. The time has arrived when I must make a decision as to my future, and prospects are far too poor in my present authority, where no doubt my NALGO activities have mitigated against my services to the County Council being adequately recognised.

"It is extremely hard to leave the Council and the N.J.C. at the present stage when national scales of salaries and national conditions of service are practically achieved, particularly as these were my reasons for taking so prominent a part in NALGO affairs. I do leave, however, knowing that the great day is not far distant and I shall always remember with justifiable pride the part I have been enabled to play in securing their adoption.

"Many Ardent Enthusiasts"

"I shall ever remember with the greatest of pleasure my long association with the members of the Council, the lasting friendships, the fraternal spirit which permeates all the deliberations, the constant desire for service for its own sake, and the kindness shown to me at all times by every individual member.

"Please convey to the Council my very sincere thanks for all the kindnesses shown, and for having for so long enabled me to do my small share in the interests of our members.

"In relinquishing my offices, I am conscious of the fact that NALGO always has at call many ardent enthusiasts, and that the cause is always greater than the individual. There are doubtless in the Forces those who, on their return, will take up duties and offices in our Association, and it is to them that the future belongs. I shall, of course, continue to watch with interest reports of the Council, and hope to be able to do my bit in the interests of my fellow members of the Sheffield branch in my official capacity.

"I shall be glad if you will also accept yourself, and convey to the members of the staff, my very best thanks for their courtesy and readiness at all times to give of their best. We have a grand team of officials.

"With all good wishes for the future to you all."

E. A. S. YOUNG, chairman of the Council, was unavoidably absent from the meeting, and E. L. RILEY, vice-chairman, who presided, read a letter from him in which, after referring to "the passing out of our midst of one who has meant so much to so many in the local government service," Mr. Young added:

"I regard Harry Allen as one of the outstanding personalities that this great Association of ours has from time to time been fortunate enough to find in its ranks. He has endeared himself in a special way to all of us as a good companion, a forthright fighter and a leader on service conditions under whom it has been a privilege to serve.

"No one perhaps knows better than you do what his selfless devotion to NALGO has cost him in many ways and so, although we grieve at our loss, we are glad that before it is perhaps too late he has secured the advance-

Further Progress in Whitleyism

ment in his personal career which he so richly deserves."

L. BEVAN, vice-chairman of the service conditions committee, moved the following resolution,

NALGO wants

MORE DISTRICT OFFICERS

The National Association of Local Government Officers invites applications (including applications from members of H.M. Forces) for the post of permanent District Officer. There are a number of vacancies to be filled, and salaries will be within the ranges of £320 to £400 or £425 to £500, depending on the experience and qualifications of the candidate. A cost-of-living bonus (at present 23-p.w.) will also be paid.

The successful candidates will be required to carry out the work of organising local government officers in the areas to which they may be assigned, to attend meetings, and to represent the Association before local authorities and other bodies when required. Organising experience, energy, enthusiasm, and ability in public speaking are essential qualifications, and a knowledge of local government, its functions and procedure, is desirable. The appointment will be subject to one month's notice on either side. Travelling and reasonable subsistence allowances will be granted.

Applications, giving full particulars of age, education, qualifications, NALGO and other experience, and names of three persons to whom reference may be made, must reach the Acting General Secretary, NALGO, 24, Abingdon Street, London, S.W.1, by January 31, 1946, the envelope being marked "District Officer." Testimonials need not accompany the application. Canvassing members of the Council will be a disqualification.

adopted by that committee at its meeting on the previous day:

"That the members of the National Executive Council place on record their high appreciation of the magnificent service given to the Association by Mr. H. Allen (including the chairmanship of the service conditions and organisation committee since 1937; leadership of the staff side of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services; membership of the Rushcliffe Nurses Committee; chairmanship of the Yorkshire District Committee; and other notable activities) during his 13 years' membership of the National Executive Council; their deep sense of personal loss; and their good wishes for his success in his new appointment."

Seconding the resolution, W. O. DODD said that in Harry Allen the Council had lost a great friend, who would be missed by all.

"On Fire with the Cause"

Supporting, A. A. GARRARD, immediate past president, recalled his own close association with Mr. Allen over many years. They had taken part together in the great campaign conducted before the war to spread the gospel of Whitleyism throughout NALGO districts and branches, and at that time he had learned to appreciate Mr. Allen as a man who was on fire with the cause to which he had devoted himself. He was a doughty fighter and a lovable man, who had given great service to NALGO; all would miss him, and in wishing him success in his new position, would offer him grateful thanks for his work and colleagueship.

F. H. HARROD, the president, agreed that the Council would miss Mr. Allen tremendously, but they would look forward to his return. His outstanding characteristics were his great capacity for friendliness, and his tenacity. Like a Yorkshire terrier, once he got his teeth into a problem or an opponent, he never let go until the problem had been solved or the opponent defeated. With his forthright courage and his Yorkshire wit, he had been an outstanding colleague and leader.

E. L. RILEY, for many years vice-chairman of the service conditions committee under Mr. Allen's chairmanship, and now his successor as chairman, said that no member would miss him more than he. They had been close colleagues on the Council for 12 years, and although they had often differed, they had been intimate friends

Fight to Safeguard P.A. Officers

throughout. But it was his friends who had in part been responsible for Mr. Allen's resignation. They had long felt that he deserved better of the local government service than he had got; now, at last, he had obtained a position worth of him, while Sheffield city council was getting splendid officer.

The motion was carried unanimously, with the addition of a further motion by Mr. DODD that a suitable memorial, to be signed by every member of the Council, should be prepared and presented to Mr. Allen as a token of esteem and affection.

The extent of Mr. Allen's work for NALGO was indicated later in the proceedings, when the Council appointed the following members to replace him in the offices he had vacated:

T.U.C. Advisory Committee for the Local Government Service—G. W. PHILLIPS;
National Whitley Council—P. H. HARROLD;
National Whitley Council Executive Committee—J. PEPPER;

Rushcliffe Committee—H. CORSER (acting general secretary);

Service Conditions Committee—chairman, E. L. RILEY; vice-chairman (in succession to Mr. RILEY)—L. BEVAN;

Women's Services Sub-Committee—L. BEVAN and Miss F. L. GATES;

Service Conditions Sub-Committee—H. R. JONES;

Committee on Present and Future Functions of Public Assistance Depts.—W. PITT-STEELE;

Whitley Council Boundaries Sub-Committee—L. BEVAN;

Teaching Experience in Education

Other matters dealt with by, or reported to, the Council included:

Education Department Staffs.—The action of many local authorities in requiring teaching experience as an essential qualification for senior officers in their education departments produced a lively debate. Conference asked the N.E.C. to take up this problem with the appropriate associations of local authorities and the Minister of Education, with the object of ensuring that undue prominence was not given to teaching experience and that local government officers who had made the administrative service their career were given equal opportunity with ex-teachers to reach the higher appointments in the education service. Since that resolution was adopted, the education committee of the County Councils' Association has considered the problem. It took the view that the qualifications to be required should be left to the discretion of individual local authorities, as hitherto, but at the same time suggested that county councils might get over the difficulty by seconding suitable administrative officers for training as teachers.

NALGO has asked the Association of Municipal Corporations to make a similar suggestion to the education authorities among its members, and when the service conditions sub-committee considered the Conference resolution it recommended that the matter should be retained as a continuing reference pending a reply from the A.M.C.

This did not satisfy the N.E.C., some members arguing forcibly that teaching experience was not required for a purely administrative post and that the Association should take much more vigorous action to give effect to the Conference resolution. After a long debate, it was decided to ask the service conditions committee to consider the matter again, to invite members of the Council with administrative experience in education departments to attend the meeting at which it did so, and to seek the observations of branches.

Whitleyism Progress.—A total of 1,117 local authorities are now members of provincial Whitley Councils, compared with 728 in December, 1943, and in the same period the number of non-members has fallen from 802 to 413. Only six county councils—Denbighshire, East Riding, London, Middlesex, North Riding, and Wiltshire—and two county boroughs—Birmingham and West Ham—are non-members, and the N.E.C. is to ask the staff side of the National Whitley Council to consider measures to bring these authorities in.

1,355 Authorities Paying Full Bonus.—On August 31, 1,256 authorities were paying the

th bonus award of the National Whitley Council in full, and three authorities were paying the award modified by a "ceiling" or higher-paid officers: 184 authorities were paying bonus on different scales. In Scotland, 9 authorities were paying the eighth award of the Scottish J.I.C. in full, and seven authorities were paying bonus on other scales. The N.E.C. decided to make no application for revision of the present bonus pending the issue by the National Whitley Council of national salary scales.

Temporary Officers.—In response to the request of several branches, the service conditions committee is to consider at its next meeting the difficult problem of the future of temporary officers. It is asking branches not to take any action in the meantime.

Transferred Education Officers.—In accordance with the decision of Conference, members who were formerly employed by Part III Education authorities are to be transferred to the appropriate county branches on November 1. The N.E.C. is asking county branches to do all they can (including, if necessary, revision of branch rules) to enable the transferred officers to take a full part in branch activities and to set up machinery to enable them to deal quickly and adequately with any service conditions problems which arise.

Officers Released for Election Duties.—NALGO took up with the Home Office a complaint that local government officers temporarily released at the request of local authorities or electoral registration duties were not allowed to count the period of release as war service, with the result that their demobilisation was delayed by the period of their temporary service. In reply, the Home Office said that the Ministry of Labour was prepared to consider applications for the indefinite release of these officers. Officers whose indefinite release is approved will be given the option of taking it or of returning to the Forces. Those who accept indefinite release will not be demobilised on the Group system, but will eventually be told that they are free to accept civilian employment. They will not be eligible for the 21 days' leave with service pay allowed to those released under Class B, but will receive gratuities calculated up to the date of the temporary release.

The Council decided to urge the Minister of Labour to allow the period of temporary release to be counted as war service.

Medical Examination Handicap to Disabled.—In view of reports that some members disabled on war service are being refused new appointments because they cannot pass the medical examination, the Council is to ask the staff side of the National Whitley Council to press for a recommendation to local authorities to waive this examination for disabled ex-service men.

District Committee Areas.—In future, every branch which comes within the area of a provincial Whitley Council must be a member of the district committee for that area. As a result of this decision, the Essex county branch will be a member of the Metropolitan district committee and the Surrey county branch will be a member of the South Eastern district committee from November 1.

Emergency Scheme for Training Teachers.—It was reported that branch representatives on a local joint committee had agreed to a recommendation that officers should not be granted facilities to undertake training under the scheme for emergency recruitment and training of teachers. The N.E.C. decided to inform the branch concerned that this attitude was regretted and to ask it to reconsider the matter.

Future of Public Assistance Officers.—NALGO is to take further action to press for the transfer to the Assistance Board of local government officers employed in public assistance and social welfare departments. Previous representations with this object, made to Sir William Jowitt (then Minister of Social Insurance) produced no definite assurance. At a meeting of a special committee composed of representatives of NALGO, the National Association of Administrators of Local Government Establishments, the Local Government Clerks' Association, the Association of Chief Officers of Social Welfare, the County Public Assistance Officers' Society, the National Association of Social Welfare Officers, and the Scottish Association of Social Welfare Officers, on September 8, it was decided to send a joint deputation to the new Minister of National Insurance, and to approach individual M.P.s in support of the case, upon which a memorandum is being prepared.

NALGO Exhibition.—Since its opening display in March, the NALGO exhibition has been seen in 66 towns, in most of which the branch and local authority have combined to supplement it with local material and to make it a most effective and popular demonstration of the wide range and communal value of local government services. The Council is to send its congratulations and thanks to all branches which have shown the exhibition, in recognition of the outstanding enterprise and enthusiasm displayed. The exhibition has been booked to visit a further 71 towns, and, in addition, 1,338 complete sets, together with more than 400 copies of individual

NALGO wants

ASSISTANT PUBLIC RELATIONS OFFICER

The National Association of Local Government Officers invites applications (including applications from members of H.M. Forces) for the post of Assistant Public Relations Officer. Energy, enthusiasm, ability in writing and public speaking, and wide knowledge of local government essential; experience of newspaper and publicity work desirable. Salary from £425 to £500, according to age and qualifications, plus bonus (at present 23/- per week). The appointment will be subject to one month's notice on either side.

Applications, stating age, qualifications and experience, and accompanied by the names of three persons to whom reference may be made, must reach the Acting General Secretary, NALGO, 24, Abingdon Street, London, S.W.1, not later than January 31, 1946, the envelope being marked "Public Relations." Canvassing members of the Council will disqualify.

screens, have been sold to local authorities, the Forces' educational services, and other educational bodies.

Exhibition of Rural Government.—After considering a suggestion that NALGO should organise a special exhibition to illustrate local government services in rural areas, it was decided that, while shortage of staff made it impossible for the Association to embark on this project immediately, county and district branches should be invited to give their views on the probable demand for such an exhibition and the form it might usefully take, and that the possibility of obtaining support from the associations of local authorities should be explored.

NALGO Publications.—The Association is to prepare documents on careers in local government and NALGO's organisation, trade union activities, achievements, and future policy, as the first of a series of documents setting out the Association's views and policy on matters of service and general interest upon which it is qualified to express an opinion.

Public Relations Organisation.—At the Conference meeting of branch public relations officers, guidance was sought on three points:

The place of the district committee in the public relations campaign;

The desirability of holding area meetings of public relations officers; and

Financial assistance for branch public relations activities.

On the first, the Council approved a statement suggesting many ways in which district committees might take part in the public relations policy; this will be sent to district committees. On the second, the principle of holding periodic meetings of branch public relations officers was approved, and it was agreed to ask district committees to arrange these meetings. On the third, it was agreed to continue the present practice whereby a branch seeking financial assistance for its public relations work must apply direct to the N.E.C. As a general rule, however, branches will be expected to finance their public relations activities from their own resources, with such support as they can obtain from the local authorities.

Local Government Broadcasts.—It was reported that the public relations department had submitted to the B.B.C. a comprehensive list of suggestions for possible broadcasts on local government, and had offered every co-operation in preparing them. There have been several excellent broadcasts on local government recently.

Pensions (Increase) Act, 1944.—It was reported in LOCAL GOVERNMENT SERVICE in September that some officers had been placed at a disadvantage by comparison with certain civil servants under this Act, Section 2, of which provides for increases, without income limit, in the pensions of certain civil servants whose pensions, formerly fluctuating with the cost of living, had been stabilised in 1934. Although there are some local

government officers whose pensions were formerly linked with the cost of living in the same way, they all come under Part 1 of the Act, under which increases and pensions are subject to an income limit. On August 22, branches were asked to send to Headquarters details of pensioners who had been adversely affected by their exclusion from Part 2 of the Act, but only one case has so far been reported. Any other pensioner whose pension was at one time linked with the cost of living and who has been unable to secure an increase by reason of the income limit under Part 1 of the Act is asked to give details to his branch secretary for submission to Headquarters, which proposes to raise this point with the Minister of Health and at the same time to press for abolition of the income limit.

Compensation for Nurse with T.B.—The Association is to make another attempt to establish the principle that the contracting of tuberculosis by a nurse working in contact with tubercular patients is an "accident" within the meaning of the Workmen's Compensation Acts, entitling her to compensation. A suitable case has been found and is to be taken to arbitration. At the same time, NALGO is to press the new Minister of National Insurance to get tuberculosis scheduled as an industrial disease in any proposed amendment of the Acts.

Reinstatement in Civil Employment.—On August 22, branches were asked for details of members on war service who were being refused reinstatement in their former local government jobs because the service in which they had been engaged (e.g. full-time civil defence before April 10, 1941, the Merchant Navy, and war industry) was not covered by the Reinstatement in Civil Employment Act, 1944. The only cases so far reported are those of two officers who volunteered for, and were later directed into, the National Fire Service. Further examples are being sought upon which the Association can make representation to the Minister of Labour.

Applications for Legal Assistance.—Some branches and members have lately been ignoring the rules governing legal assistance by instructing solicitors and/or initiating proceedings without first consulting the Association. All members are reminded that if they want NALGO's aid in any legal matter, they must consult the Association before taking any action. The only exceptions to this rule are cases of urgency—for example, where it is necessary to instruct a solicitor to appear at an inquest—and in such cases no expenses may be incurred other than those immediately necessary.

First World War Service and Pension.—The Minister of Health has ruled that service during the 1914-18 war is reckonable as service for the purpose both of calculating allowance and of determining entitlement to allowance under the Local Government Superannuation Act, 1937.

Pension Increases.—Should a superannuated officer die before he has exhausted his contributions to the superannuation fund, the balance of his contributions may be paid to his dependants. A local authority took the view that an increase in pension made by the local authority should be deducted from this sum, and NALGO sought the views of the Minister of Health. While declining to give a binding opinion, the Minister took the view that the amount of any increase in pension should not be deducted from any balance of contributions payable to dependants.

Staff Increases.—In view of the great expansion in the Association's work, and of the demand of Conference for further big developments, especially on the trade union side, the Council approved plans for the appointment of more organisers and also of an assistant public relations officer. These will be permanent appointments, and advertisements appear on this and the preceding pages. To give full opportunity to members in the Forces to apply, the closing date for applications has been fixed at January 31, and submission of written testimonials will not be required.

Degree and Diploma in Public Administration.—A grant of £50 is to be made to each of the universities or university colleges organising a course for a degree or diploma in public administration during the session 1945-46. So far, courses have been arranged at Newcastle-on-Tyne (King's College), Glasgow, Liverpool, London (School of Economics), Manchester, and Oxford, and attempts are being made to organise courses at Bristol, Exeter (University College of the South-West), Leeds, and Sheffield. In addition, a grant of £50 has been made to the Joint University Council for Social Studies and Public Administration. Many of the courses mentioned above



ST. MARTIN-IN-THE-FIELDS, one of the two delightful Christmas cards specially designed for NALGO by Mr. G. McVay, B. & O. Fund Correspondent at South Shields, who is a well-known local artist. The cards, size 4½ by 3½, and bearing the message: "Sincere Greetings for Christmas and All Good Wishes for the New Year" are being sold at 4d. each, and all profits will go to the Benevolent and Orphan Fund. They will be ready about the middle of this month and should be ordered through branch secretaries. The second card is reproduced on the opposite page.

have been suspended during the war, and members are asked to give every support to those resumed on the recommendation of the Association.

Summer Schools.—Two summer schools are to be held, one at St. Andrews University from June 29 to July 6, and the other at Oxford on a date yet to be fixed. Details will be published as soon as arrangements have been completed.

Holiday Centres.—The present position was reported to the Council as follows:

CAYTON BAY.—The Board of Trade has refused a permit for beds, bedding and furniture, and a sub-committee is to consider the desirability of acquiring second-hand goods (which would probably be of a lower standard than that to which pre-war holiday-makers were accustomed) to make it possible to open the centre next year. Increased costs will make an increase in fees inevitable, and these have been fixed at £4 4s. per week for adult members, and £5 5s. per week for adult non-members, with reduced rates for children. So as not to handicap those who must take their holidays in the popular months, the charges will be the same throughout the season. The whole of the accommodation will be reserved for members who book before March 1 for periods up to the end of June, and before March 31 for July, August, and September, after which dates applications by non-members will be considered.

CROYDE BAY.—The centre has not yet been released by H.M. Forces, but it is hoped that it will be handed back to the Association by Christmas or early next year.

NALGO Holiday Guide.—It is hoped to publish the guide again next year, and members who can recommend addresses suitable for inclusion are asked to send them to Headquarters.

NALGO Motoring Association.—The R.A.C. is terminating at the end of this year the arrangement under which members were admitted as associate members at reduced fees. The North-Western district committee has decided to continue as a branch of the NALGO Motoring Association on the new terms, but the Yorkshire, North-Eastern, and East and West Midland districts are not prepared to do so: members in those districts who wish to join the R.A.C. must, therefore, apply to it direct.

Memorial to Sqdn.-Ldr. R. A. M. Palmer, V.C., D.F.C. and Bar.—It was reported that the town clerk of Gravesend had sent a circular to branches inviting contributions to a £2,000 fund being raised locally for a scholarship in memory of the late "Bob" Palmer who, so far as is known, is the only member of NALGO to have been awarded the Victoria Cross. The Council decided to point out to branches that the Association had already agreed to set up a national war memorial to all its

members killed in the war, and to leave it to them to decide whether they wished to subscribe to this special fund in addition.

W. H. Legh-Smith, former hon. treasurer of the Association, was elected an honorary member.

Hon. Treasurer's Resignation.—The Council accepted with regret the resignation of S. WHITEHEAD, hon. treasurer, on his retirement from the service. Mr. Whitehead's resignation will take effect from December 31 next.

New Member.—It was reported that A. S. GARNETT, Liverpool branch, had been elected to fill the vacancy in the north-western district created by the resignation of W. THRELFALL, and would take his seat at the next meeting of the Council.

E. L. Riley, vice-chairman of the council, presided over the meeting, and those present included:

R. Adams, Miss M. Anderson, F. Bainbridge, W. R. Beevers, G. T. Belton, L. Bevan, N. W. Bingham, H. Blizard, A. G. Bolton, E. M. Bourne, S. H. Brodie, J. Brown, R. D. Brown, A. Clark, F. C. Corbushley, W. O. Dodd, R. F. Donnelly, J. W. Edmonds, R. Evans, R. L. Evans, J. Y. Fawcett, A. A. Garrard, Miss F. L. Gates, F. H. Harrod, P. H. Harrold, R. E. Heron, H. R. Jones, H. Joyce, G. Llewellyn, S. Lord, F. R. Mann, T. W. Maslen, E. H. Mason, J. W. Moss, C. J. Newman, T. Nolan, A. E. Nortrop, A. E. Odell, A. Denton-Ogden, D. J. Parry, J. Penny, J. Pepper, G. W. Phillips, A. Pinches, W. Pitt-Steele, W. Rowlands, L. C. St. Leger-Yeend, F. Sharpe, R. T. Shears, W. Strohler, L. H. Taylor, J. H. Tyrrell, J. S. Underwood, W. E. Veasey, J. H. Warren, S. Whitehead, and J. Young.

Logomia Withdraws War Exclusion Clause

AT its meeting on October 4, the Board of Management of Logomia considered whether, in view of the advent of the atomic bomb, it would be desirable to continue the war exclusion clause in life assurance policies. This clause, which has been in operation since the outbreak of war, was eliminated at the end of the war, and the Board decided that all future policies should be issued without it.

Warriors Reinstated in Provident Society

Members of the NALGO Provident Society who suspended payment of contributions whilst on war service are reminded that they will be automatically reinstated on demobilisation. Contributions become payable from the first day of the month after demobilisation, with title to immediate benefit if required.

District and N.E.C. Leaders Confer

MANY matters of common interest were discussed at a conference of officers of district committees and members of the National Executive Council held at Leeds on September 15. E. A. S. YOUNG, chairman of the N.E.C., presiding. Decisions reached, all of which were endorsed by the N.E.C. on October 6, included:

District Committee Expenditure.—If the district committees and Conference agree, the rebate of subscription income made to district committees to finance their activities is to be fixed, from the end of the next financial year as follows:

Yorkshire district—4½ per cent;
Metropolitan district and North Western and North Wales districts—4 per cent.

Other districts.—A proportion of the balance of the total rebate of 5 per cent allocated to district committees, calculated in accordance with gross subscription income collected in each district.

The N.E.C. will meet the expenses of provincial Whitley Councils hitherto falling on district committees. District committees will pay the travelling expenses of one delegate only from each branch represented at meetings of the district committee, on a uniform scale.

Working of Provincial Whitley Councils.—It was agreed that NALGO representatives on provincial councils should be elected by district committees from nominations by district executive committees and branches, without reference to classes of local authority, and should be members of district committees and, as far as possible, of executive committees. As representatives of the whole of the NALGO members in the district, staff side members would not be directly responsible to the district committee on matters of policy, but should maintain the closest possible co-operation with it. With the object of assisting collaboration between the NALGO representatives on the National Whitley Council and the Scottish J.I.C., there are to be periodical conferences between them.

Development of Ancillaries.—All district committees are to be asked to set up a committee, similar to that appointed by the West Midlands district recently, to widen interest in and support for the NALGO ancillaries, the expenses of representatives attending meetings of these committees to be paid by the district committee.

Position of District Officers.—It was decided to circulate to district committees a statement setting out the position and responsibility of NALGO district officers. This statement makes it clear that the district officer is appointed by and is responsible only to the National Executive Council and is not subject to instructions from district committees or branches. At the same time, he must always co-operate with both as fully as possible, provided that in so doing he does not conflict with national policy as laid down by the N.E.C. and Conference.

Reinstatement and Rehabilitation.—Two schemes for giving effect to the National Whitley Council recommendations on reinstatement and rehabilitation prepared by the Metropolitan district committee and the staff side of the Lancashire and Cheshire Provincial Council, are to be circulated to district committees. In addition, the N.E.C. is to examine similar schemes published by professional and other bodies.

All present felt that the conference had been valuable, and it is hoped to hold similar conferences in future.

Building Society Cuts Interest Rate

AS we reported last month, the committee of management of the NALGO Building Society has decided to reduce the rate of interest on new mortgages to 4 per cent; the reduction also applies to advances authorised but not yet completed. On existing mortgages, a rebate of interest will be made from January 1 next, and this will be used to accelerate the repayment of capital, not to reduce the monthly repayment.

Local correspondents are being asked, in the event of urgent sales by auction or private treaty, to telegraph or telephone Headquarters, when immediate consideration will be given.

The committee is to consider an alteration in the rules to enable the widow of a member, who had not joined the society while her husband was alive, to become eligible for membership. Next year's annual general meeting will be asked to amend the rules to provide for the receipt of notices of motion and nominations for election to the committee not later than March 1.

Why No "Demob" Priority? : Salaries at the Top : Coventry of Tomorrow

HEADQUARTERS, I learn, is being bombarded with letters from members in the Forces, complaining with more or less bitterness, of the fact that local government officers have been refused automatic priority in demobilisation, and I demanding, with more or less insistence, that NALGO should do something about it.

At first sight, and to the men concerned, this demand no doubt seems reasonable. They read of the vast and growing volume of work confronting local authorities, and of the struggle of their depleted staffs to cope with it. They point out that that many of them are now doing is sheer waste of time. They are eager to get back to work, and many fear that, while they vegetate in uniform, good opportunities for promotion are passing them by.

All this is true. But reflection will make it clear, I feel, that it does not justify a claim for special treatment for local government officers. Industries of all kinds throughout the country are just as short-staffed as local authorities. Thousands of other men in the Forces are just as weary of uniform and just as eager to get home. They have accepted the age-plus-service principle of the demobilisation plan as being fair, and any impugning with it in favour of a special section, however good its claims, would cause great unrest.

NALGO, therefore, while fully supporting the greatest possible acceleration of demobilisation, has refused, and will continue to refuse, to seek any special privileges for local government officers as a class. To do otherwise would be contrary to what we like to think of as the spirit of the service; nor, in view of the firm attitude against sectional claims rightly adopted by the Government, would it have any prospect of success.

Many local government officers, of course, are eligible for release under Class B because they are urgently needed for the housing programme and the development of the education service. In the early days of the scheme, the qualifications for release under Class B were too rigid, and the procedure was slow, but the new Minister of Health is sweeping away a lot of red tape and should soon bring about a real speed-up. Applications for Class B release must be made by employers, through the Ministry of Health; NALGO cannot intervene.

Those who cannot claim release under Class B need have little fear that delay in demobilisation will rob them of the chance of promotion. Though they might, possibly, miss one or two prospective jobs, the amount of work confronting local authorities in the next few years, will create ample opportunities for every officer with ability and ambition.

Chief Officers' Pay

ON the principle of first needs first, NALGO has rightly concentrated all its efforts in the salaries field hitherto on improving the position of the rank and file of the service. But now that we are on the point of attaining a national scale of salaries up to £700, is it not time that the association devoted some attention to the higher grades, whose salary levels have, in the main, remained unchanged, save for a bonus that bears no relation to the real increase in the cost of living, for the past 20 years or so?

The Government has given a pointer in the recent increases in the administrative class of the civil service. There, the salaries of permanent secretaries are to be increased on January 1, 1946, from £3,000 to £3,500; of deputy secretaries from £2,200 to £2,500; of under-secretaries from £1,700 to £1,900 to £2,000; and of assistant secretaries from £1,150—£1,500 to £1,200—£1,700.

At a time when the bulk of local government officers are earning less than £300 a year it may seem fantastic to suggest higher salaries for chiefs. But the arguments used by NALGO to raise salaries at the lower end of the scale apply with equal force to the upper end. The responsibilities of local authorities are increasing daily, and upon their work now depends the health, comfort, and happiness of the nation. If they are to meet those responsibilities they must have the best brains and the highest technical skill the nation can provide; and they will obtain those qualities only if they pay the proper market price for them. Only last month a local authority complained bitterly that a senior officer had left its service to take up more remunerative employment outside the service; but many more will

follow his example should the rewards remain inadequate. It is time, therefore, that some local authorities at least examined the salaries of their chief officers as well as of the rank and file.

From L.G. to Business

ANOTHER officer who has forsaken local government for the world of business is VERNON YOUNGER, clerk of Harrow urban district council since 1934, and before that for 11 years deputy town clerk at Coventry. Mr. Younger has become assistant to C. W. Hayward, managing director of Electric and General Industrial Trusts, Ltd. In a farewell letter to the chairman of his council, he referred to the enormous expansion during his 25 years of service in the functions and responsibilities of local authorities and in the demands on the efficiency and administrative ability of their staffs, and added:

"I foresee a continuing period of expansion of functions, with increased calls upon the loyalty and capabilities of the service. Local authorities must continue to attract the best class of youth into their service, and must, I think, more and more be prepared, as is now the case in many of the larger authorities, to delegate a wide degree of autonomy to their chief officials. The day when elected representatives can expect to keep closely in touch with all the details of all the manifold ramifications of a local authority is, in my view, rapidly drawing to a close, and confidence and co-operation between elected representatives on the one hand, and responsible members of their staff on the other, becomes increasingly essential. The service, as I know it, is fully alive to these necessities, and is capable of meeting all the demands which will be made upon it . . ."

Coventry Looks Ahead

COVENTRY has certainly caught the exhibition fever. Not content with having staged, only a few months ago, the best local government exhibition held anywhere since Manchester's historic achievement in 1938, it has done it again. But, whereas the first exhibition dealt with the present and the past, this one looked forward to the Coventry of the future. Divided into seven sections—the case for planning, roads and transport, industry, housing, public utilities, amenities, and central redevelopment—it presented an exciting picture of the city as it might be, given skilled planning and vigorous administration, backed by enlightened public opinion.

Prominent features included a £1,000 model of the plan for rebuilding the central area devastated in 1940, which had been presented to the city by the "Coventry Evening Telegraph"; Sir Giles Scott's model for the new cathedral; almost continuous shows of films, including one, "A City Reborn" about Coventry itself; and a

competition, run jointly by the city council and the "Evening Telegraph," for the ideas of the citizens (including schoolchildren) on the shape of the city to be. Other useful features were a refreshment room (desirable for all exhibitions) and a bookstall, run by the libraries department, selling books and pamphlets on housing, planning, etc. Prominent among the books was a magnificent publication, "The Future Coventry," published by the corporation, to which I hope to refer more fully next month.

Public interest was keen—there were 43,000 visitors in the 11 days the exhibition was open—exclusive of schoolchildren, who were taken round in special parties each morning—and the result should be a more informed as well as a more lively interest in the council's work in the days ahead.

Manchester's Film

MANCHESTER'S civic film, I hear, is making steady progress. The final draft of the story has been approved by the city council and shooting began in August.

Taking advantage of the fine autumn weather, the cameramen have already filmed many scenes in the daily life of Manchester—crowds in the streets, workers in factories and workshops, and many of the corporation's activities, while the producer, PAUL ROTH, is hoping to devote the winter months to interiors and sound sequences. The completed film should be ready for exhibition some time during next year, probably in the late summer.

A Generous Gesture

HERE is a story with a happy ending. A member of the East Sussex county branch was discharged from the Army, after gaining a commission and the Military Cross, so seriously disabled that he was unfit for re-employment. He had not been employed long enough to qualify for a supernannuation allowance, but the branch made representations to the county council and the council has now agreed to give him a gratuity of £400 under Section 11 of the 1937 Supernannuation Act.

This generous precedent—the first of which I have yet heard—is worth remembering by other branches faced with a similar problem.

Lieutenant-Colonel at 29

MY recent reference to the achievement of SYDNEY WIGGINTON, a schedule clerk in the Nottingham transport department, in rising from private to lieutenant-colonel at the age of 31, has brought another example of equally rapid promotion. R. W. ROSE, an assistant engineer in the engineer's department at Walthamstow, joined the R.E. as a sapper in June, 1940, and is now also a lieutenant-colonel, at the age of 29, after several years' service in India and on the Burma front, mainly on road-making and camouflage. Are there any other members with comparable records?



DERWENT WATER, The second of the designs for the B. & O. Fund Christmas Cards



"It would be Mrs. Slop," Rufus said.

Our office cleaner is the sort of person to whom things happen. She herself has undergone every known variety of operation, and the experiences of her relatives are such that if anyone brags about falling through a hole in the ice or being blown sky-high by an article found on the beach, one can always say: "That's nothing—why, Mrs. Slop's daughter-in-law..."

And now Mrs. Slop was to be prosecuted, for getting a council house by means of graft.

Some months ago, an application for the purchase of our council's one and only red carpet for state occasions had been turned down by Rufus in his capacity of Public Negations Officer; shortly afterwards, the same application, sponsored by Alderman Jove, had been graciously approved by the council. Enraged, Rufus had vowed: "If ever I can prove anything against those censored swindlers, just watch me clean up this town!"

Personally, I felt that the council might have been jolly glad to get rid of that carpet, as it had a worn patch which never failed to trip the mayor in the middle of his conversation with a visiting dignitary. For the same reason, I was sorry to see it go (such little departures from a pre-arranged programme add interest to civic occasions) and, just in case there might have been any graft, I notified Rufus about the next suspicious case which came to my notice—Mrs. Slop's chatter about moving into a beautiful council house with real 'ot water at all the times of day when you're too busy to 'ave a bath, and even a cupboard—at least, wot was left of it when the gas meter was in.

The list of applicants for council houses is so long that the mayor cherishes hopes of becoming Lord Mayor due to the increased size of the town when all the houses are built. Mrs. Slop, we knew, had put in her application only a few weeks ago—but we also knew that she sometimes "obliged" a lady who lived at the opposite end of the same avenue as Alderman Jove's cousin.

"How, exactly, will you take up the case?" I asked Rufus.

"Well—er—as a matter of fact," he mumbled, "about ten-years ago I got a council house myself in circumstances which—Of course, I wasn't so enlightened as I am now, but—well, I thought it would be better if you raised the matter."

"No, thanks," I replied flatly, my own recent promotion having been achieved in a somewhat unorthodox manner. "What about you, Daffy?"

"Gez, wot's it to me?" drawled our fair machine-operator, admiring her new nylon stockings of (uncancelled) private lease-land origin.

"There's a housing problem in the United States, too," I protested. But, of course, as Rufus pointed out, when a girl has two G.I.'s, a sergeant, and a full-fledged lieutenant, they can surely produce a house among them.

"Well, Miss Gymbol had better do it." A flurry of typewriter keys greeted any such suggestion—the Boss Wouldn't Like his secretary to be mixed up in a thing like that.

"I don't suppose George—" I began. Rufus slapped my back too jovially. "Our very man—he'll be looking for a house himself soon."

Several times George had been seen in the company of an attractive-looking WAAF ("Too darned attractive for h'm," said Daffy, who had herself wasted many a come-luther look on our George). On being approached, he told us that it must have been someone else we had seen, that the WAAF was his sister, and that in any case they weren't getting married for years. But at last, to stop Rufus from pestering him, he agreed that, if we did the donkey work, he would report the matter.

"Now, all we want is a plan of campaign," said Rufus. We had to get from Mrs. Slop an admission as to how she had got the house.

"The dictaphone," said Miss Gymbol, and was immediately sorry she had spoken. "But you'd

never be able to get it from the Boss's room, and if you broke another cylinder—"

The idea savoured of films, and the earlier whodunits, and was the kind of thing that would go down well as an anecdote when we no longer had Slop afflictions to add spice to our conversation.

"We'll throw a party—"

"Get her slightly mellow so that she'll blow the gaff—"

"And it'll all be on the cylinder."

One evening a week later found Rufus and me fumbling about the Boss's room (we couldn't put on the light in case it aroused suspicion) while in the general office the others tried to create a festive atmosphere to deceive Mrs. Slop.

She had been greatly touched by our proposal that a small celebration should be held to mark the occasion of her moving to a new home.

"Nobody ain't never been so kind to me since I 'ad me adornings out," she said, wiping away a tear. "The doctor told me afterwards 'e thought 'e'd 'ave to 'aul out me 'ole institution, they was that stubborn."

"Oh, let's give it up," I said to Rufus after we had spent a considerable time trying to lift a covered wash-basin, under the impression that it was the dictaphone. We were familiar enough with Miss Gymbol's end of the machine—in fact, she said we were too familiar with it, using it as a method of talking back to the Boss without getting the sack—but in the darkness we simply couldn't locate the dictating apparatus.

"Whadya mean, give up?" Rufus slumped into the Boss's chair.

"Aw, she's all alone in the world," I said unasily. Mr. Slop had long since succumbed to an accident (the accident of an incurable taste for alcohol), and the younger generation of Slops had all departed to enjoy such wedded bliss as could be found in furnished rooms where the ceilings lay in wait to fall on them and landladies were subject to fits of madness, brandishing hatchets, bread-knives, etc.

"All the more reason for going ahead," thundered Rufus. "Look at the thousands of people with chil—Bluepencil!"

Rising, he had at last found the dictaphone by the simple expedient of falling over the flex which connected it to the electric plug.

Some time later, he and I were resting in the Local Government Arms (having decided that our part in the proceedings was over when we delivered the dictaphone to its blackout-curtained corner) when, as the result of uncanny sleuth work, we were discovered by Mr. Barrington.

"A terrible thing has h-happened," he gasped. "You must come b-back to the office at o-once."

He was too breathless to tell us any more, but on arrival we were confronted by grim-faced colleagues plus the receiving end of the dictaphone, switched on for our benefit.

"And so you're moving to a council house, Mrs. Slop," George's voice came smarmily. "I'll be looking for one soon—how about telling an old pal how you pulled it off?"

There was a pause; then a familiar voice, rather more fruitfully than usual: "As a matter of fact—strictly between you and me, Mr. George

"Yes, yes—"

"You won't let it go no further?"

"No, no—"

"I ain't gettin' a 'ouse at all. I'm going to be 'ousekeeper to a gentleman an' 'is family what lives in one. I was just swankin' a bit sayin' I was gettin' a council 'ouse."

It was an expensive business. The others had felt that it was only right to make Mrs. Slop a small presentation as compensation for the suspicions we had had. And, of course, there was the dictaphone cylinder. No, it wasn't broken, but we're keeping it to play over to Rufus the next time he has any bright ideas about cleaning up the town.

AT RANDOM By "Hyperion"

Impending Apologies Dept.

A tribute is paid in the current St. Paul's magazine to Mr. and Mrs. A—, who are about to leave. "At all times, in all weathers, during an 'alert' or otherwise, they could be relied upon to carry out their voluntary tasks," says the vicar obtaining £60 by false pretences.

—North London Paper.

Modern Matrimony

There was the wife who wondered where her husband went nights. . . . So one night she came home early—and there he was!

—Walter Winchell.

In Local Government?

"I see your son has finished his schooling, Mrs. Muldowney. I suppose he'll soon be looking for work now?"

"Good heavens, no! He's looking for a career."—Dublin Opinion.

Why Be a Councillor?

Asked why he was putting up as a candidate at the recent borough election, a London business man confessed:

"It's not the honour of the position, but, if I'm elected, I stand a good chance of getting a telephone put in at home!"

Things to Come?

*They swing out a big new by-pass
When the first was a choke-full street;
The glorious day isn't far away
When London and Liverpool meet.
And nothing remains of England,
Where the country used to be,
But roads running straight through a housing estate,
And a single specimen tree.*

Planner's Tragedy

There is no saddest sight in the world than to see a beautiful theory killed by a brutal fact.

—T. H. Huxley.

Hollywood History

Edward Knoblock was invited to Hollywood at "an enormous fee" to advise on historic detail for a famous film company. The first film he had to vet dealt with Mary Queen of Scots, who, in one scene, turned to Queen Elizabeth, hands on her hips, and said out of the corner of her mouth: "I'm on to you, Queen Elizabeth." Knoblock suggested that this was scarcely Elizabethan; so the producer said: "You hear what Mr. Knoblock says, boys. Make it historical by this time to-morrow."

All night the experts laboured. When the scene was shot again, Mary Queen of Scots said: "I'm on to you, Queen Elizabeth—Jawrooth."

—The Star.

Vice Verse

*Squeeze an orange, out comes juice.
Orange you glad when it's profuse?*

*Of this broad statement, I have doubts:
To kindle fire, rub two Boy Scouts."*

Recipe Corner

The after-dinner conversation revolved around the scarcity of butter. "Pooh—that's easy," said one of the guests. "I just take a pound of butter and a pound of lard, warm them up until they're semi-soft, then mix them thoroughly in a large bowl and put the whole mess into the refrigerator to harden. In about an hour I have two pounds of what you might call butter."

"But what does it taste like?" asked somebody.

"Tastes like lard," was the reply.—Colliers.

Definition

The difference between a prejudice and a conviction is that you can explain a conviction without getting mad.—Anon.

The Modern Boy

"I'm afraid you won't like my report this term, dad," said the young pupil home from a progressive school. "I got 28 for geography, 32 for arithmetic, 35 for spelling—but (with a proud smile) I got 95 for post-war planning!"

Hail—and Farewell!

"Sir James Barrie, I presume?"
"You do!"

A Tribute to C.D. : Civics in School : Women's Place in Society : London Government.

Civil Defence

IN *Civilians in War—And After* (Harrap, 15s.), STEPHEN SPENDER has written a book about civil defence worthy to rank with the Government's classic *Front Line*, 1940-1941. The description of the civil defence administrative structure is short and clear; the account of life in a C.D. depot shows close, first-hand observation; the interpretation of the mental attitudes of the men and women of this country under the stress of the blitz is vivid and revealing. Perhaps the political philosophy is a little thin, but that is not the main element of this human work. Mr. Spender's theme is that war broke down the immemorial reserve of the British people and enabled them to know one another, to share consciously one another's burdens, and so to create a community spirit which may outlive the circumstances in which it came to birth.

A notable feature of the book is the 48 coloured photographs by John Hinde. Though superb examples of colour printing and sparkling photography, they are disappointing by comparison with the more vivid monochrome "action" pictures of "Front Line," and the other official war books, tending to "staginess" in subject and composition and, since they are mostly of exercises, lacking authenticity.

Of the verses scattered through the book I am not qualified to judge, though they s'ruck me as dignified and moving. The prose is often highly effective, as witness this statement of a feeling which millions of us experienced: "At the end of a night of blitz, light trickles drop by drop like water into the great tank of fire and smoke and broken glass and rubble which is a city. Gradually the whole sky fills with pale watery light. And through the pale strained dawn there comes a sigh of steam, the relieved cry of a battered machine-made world like a giant regaining consciousness. This almost human utterance is the all-clear. People who have not slept turn over and sleep for an hour."

Citizens at School

THIS is a verbose and repetitive book, but I wouldn't have missed a single word of it. Such might be the "Irish" criticism of Mr. BERNARD COUSIN'S *The Community and the School* (W. Jefferson, Ely, 4s. 6d.). Although Mr. Cousin makes his points several times, sometimes in his own words and sometimes in quotations, there is often a slightly new twist in the later presentations which saves them from being otiose. And his theme is admirable: that schools and the outside world ought to be more closely linked; that teaching should be made more actual by such means as bringing the town clerk into the classroom to tell the children how the town council works, or taking the children to see it in action at the town hall. These commonsense ideas have ever been a part of N.A.L.G.O.'s public relations policy, but Mr. Cousin approaches them from his own educational angle, illustrating them with examples drawn from his experience or that of others. To formalise and make permanent the closer relations between teaching and public life, he wants to start an organisation—the Community and Schools Movement. It is a modest, infectious piece of advocacy, which branch public relations officers might well make use of in their own approaches to teachers.

Derating

THE learned and comprehensive report on derating published at 7s. 6d. by the Institute of Municipal Treasurers and Accountants should be welcomed by financial specialists as well as by all friends of local government. It is prepared by ARTHUR ABEL, county accountant, Durham, W. O. ATKINSON, borough treasurer, Acton, and C. H. POLLARD, city treasurer, Hull. After an elaborate investigation, the authors conclude that derating is a form of subsidisation designed to afford financial relief first to agriculture and later (1929) to industry; in neither was it successful in fostering prosperity. Its effect on rating was to render it an even more regressive form of taxation than before. The chequer grant intended as compensation for the loss to local income arising from the derating of industrial hereditaments increased the divergencies between rates. In no sense is such a grant a "form of supplementary income to local authorities" as the Government

White Paper on Local Government During the Period of Reconstruction claims; it is, in fact, no more than a restitution of money of which the local authorities had been deprived. If derating is to continue, the report suggests that local authorities should press for full restitution to each authority of the amount by which its rate



"But I hardly touched it!"

income falls short of what it would have been before the Act of 1929.

Office Methods

AM I old-fashioned, or just dense, about books on office technique? I have been an office worker for over a quarter of a century and am genuinely interested in the job, but somehow I can't derive any satisfaction from books about it. Here, for example, is *Fundamentals of Office Method and Forms Design*, by LAURENCE H. BUNKER, published by Pitman at 12s. 6d. (you get 105 pages for that). I have dutifully read it through and can find no flaws; it all seems perfectly true, and no doubt many readers will be grateful for this compendium of common sense so common that often it seems unnecessary. For example: "The convenience of a fountain-pen as an aid to quick entry is obvious." But when the author remarks that "filing . . . should be recognized as the custody of the facts and documents on which management primarily needs to rely for its efficient operation," I say yes, a thousand times yes, and why don't senior officers in local government realise this and staff their filing sections accordingly?

Fire! Fire!

IT is high praise of a technical work that a reviewer sat up late at night to finish it—as I did with part 6A of the *Home Office Manual of Firemanship*, published by the Stationery Office at 2s. 6d. Like thousands of other Londoners, I lived in London through all the blitzes and saw my share of fires; I was even trained as a fire guard; but I must admit that I never learnt to appreciate the high fascination of a scientific approach to fire fighting. "No two fires are alike" is a saying in the Fire Service, and this book certainly indicates the infinite variety of the tasks falling to their lot. It is clearly and simply written, enthusiastic about the fireman's job, but never priggish.

Democracy for Women

MRS. GERTRUDE WILLIAMS disarmingly claims in *Women and Work* (Nicholson and Watson, 5s.) that she only states the problem and suggests some of the factors we ought to take into account when we try to make up our minds about women's social and economic "place." Actually, she goes a good deal further and helps us to make up our minds. Admittedly, the presentation of facts is fully and fairly done—the Isotype charts help to

make the facts clear and the half-tone pictures of women at work now and in days gone by embellish and further enliven a brightly written book. Besides showing what work women are doing, how many are doing it, and what have been the population trends, with plenty of illuminative detail, Mrs. Williams tries to disentangle how much of the argument against (say) married women working is based on law or custom and how much on reason. It is a source of delight to read her restrained but overwhelming demolition of such ancient economic fallacies as that it is "wrong" for two incomes (if they are earned incomes, that is!) to go into one home, or that it is possible to ward off economic crises by rationing employment and sacking married women first. The case for equal pay, too, has seldom been more tersely or more persuasively put. After analysing the factors which may induce women to remain in employment and those with a contrary influence, she sums up in the following balanced conclusion: "If women with young children learn to take their civic obligations as seriously as their duties inside the home, and if older women resume some form of employment when their children no longer depend on them so closely, there may gradually evolve a new design for women's lives in which the intimate and intensely personal responsibilities of the home are reconciled with the less personal but vital obligations to the larger community."

A Safe Pilot

IN *Pilot Guide to Political London* (Pilot Press, 7s. 6d.), E. C. R. HADFIELD, and JAMES E. MACCOLL have written a wise and readable summary of London local government. Without party leanings and even without any marked bias towards the London County Council or the metropolitan boroughs, these two members of the Paddington borough council have described the structure of London government, the technique of elections (including party organisation), the methods of functioning by committees—not omitting, again, the party machine—the personal responsibilities of a councillor, and the financial apparatus. Into 200 pages they have succeeded in concentrating a mass of useful information, lucidly and even interestingly arranged. The book sets a new high level in popular handbooks; every elector ought to be required to read it before being admitted to the franchise, nor would it do any harm if the same obligation were laid on councillors and local government officers. The wise remarks about the relations between those two factors in municipal life are not the least instructive part of the book.

The "Gen"

A 300-page illustrated compilation claiming to describe "How the Nation's Services Work" and bearing the piquant title *Inside Information*, has been put out by Odhams Press at 7s. 6d. The subjects include State machinery, local government (by Dr. W. A. ROBSON), rates and taxes, law, broadcasting, railways, hospitals, and education. The authors are for the most part well known and competent. The subjects seem chosen haphazardly—gas, water, and electricity are obvious omissions—and the treatment which can be given in the space is not of great value; local government gets 20 pages. The pictures are poor in quality and chosen with little imagination. The section on hospitals is ably put together but is biased against municipal ownership.

Home-made Entertainment

THE National Council of Social Service has done another good job by publishing, at 2s. 6d., a book of suggestions to amateurs who want to provide entertainments. *Entertain Yourself* is intended to give practical aid to organisations wanting to build up an attractive and original performance which will give as many members as possible an active part in the show. The "Combined Arts Programme," which includes acting and mime, spoken verse, dance and music, gives scope for many talents and provides opportunities for every kind of artistic ability.

Special attention has been given to the choice of material and the preparation of balanced programmes: the technical problems of production are explained in simple language. Each chapter ends with a list of suitable books. The chapter on the law relating to music and drama should be of special value. The pamphlet has been compiled by well-known practical experts in the various fields of dramatic performance.

"MILITANT," who criticises, in the October journal, the action of the Luton branch in seeking to secure permanent posts for temporaries who wish to remain in the service, should read again "Abingdon's" notes on the subject in the September journal. He will then see that Luton branch has "agreed to urge the council that, after all officers now on war service have been reinstated, every effort should be made to appoint to permanent posts those temporaries who wish to remain in the service, and who are regarded by their chief officers as satisfactory."

We amplified our request, when the matter was discussed in the local staffs (joint) sub-committee by saying that if a temporary officer is appointed to any post which requires specific qualifications, that officer should hold those qualifications. The council has accepted and adopted the request of the branch.

We can assure "Militant" that he need have no fears about the members of this branch who are on war service. We have a keen interest in all our members—permanent or temporary—other than the collection of subscriptions, and have done a great deal for the "serving" members. We have, *inter alia*, secured for them regrading under new salary scales adopted during the war. We have challenged every suggested appointment to permanent posts, and, up to the present, have agreed to permanent appointments only in the case of officers appointed to the health services.

The branch has done much more—with the concurrence of the council—in making temporary appointments, than can be said of many other authorities. We are not sure, however, how long we can maintain this principle of temporary appointments having regard to the fact that during the past few weeks about a dozen permanent officers have left the authority for permanent posts in other authorities. Has "Militant" overlooked the fact that all officers—temporary or permanent—are able now to apply for and secure permanent jobs under many authorities up and down the country—authorities in some cases which have never observed the National Whitley Council resolution on this subject?

Under the rehabilitation scheme, we have already dealt very effectively with the salary of an officer who has returned from war service. We had referred back, by the local staffs joint committee, a recommendation which the branch members felt to be insufficient, and all the points we made have been conceded.

I could carry on in great detail to give "Militant" all the assurances he desires with regard to the attitude of this branch to "serving" members, but space will not permit. If, however, he would care to communicate with me, I shall be happy to furnish him with copies of our annual reports for the war years, together with other branch publications, from which he will be able to form his own opinions of the branch and the efforts made on behalf of permanent and temporary officers.

Our request was quite innocuous—after all officers now on war service have been reinstated.

Town Hall, Luton. A. E. NORTROP,
Branch Secretary.

TRAINING FOR ADMINISTRATION Is It Unnecessary?

THE emphasis put by many of your contributors on training for administration is, in my view, too often repeated and largely unnecessary. The whole topic needs "de-bunking." Here is an attempt to do it:

Generally, the only way to become an efficient administrator is to administer something. Too many people never get a chance to do this.

2. Administration consists chiefly in arranging to instal and/or move given and required masses of material and labour. Previous experience (personal, or recorded) prevents hit-or-miss methods. Where there is no precedent, materials and labour are judiciously estimated. What goes wrong can soon be put right if resources are available—and usually they are made available.

3. An illiterate can become a good administrator. But it would be better were he able to read, write, and number at least up to school certificate standard. Add personality, tact, and patience as necessary virtues—no special training is possible.

4. Doctors, dentists, "vets," engineers, and lawyers in the municipal service should be used only for the work for which they were trained.

Form-filling, routine clerical work, recording and statistics—important parts of administration—should be left to laymen clerks.

5. The success of the "temporaries" and the ease with which "intruders" have done well prove in the service that good administrators are made by administering, and that most people, of reasonable intelligence and a little more than ordinary schooling, are potentially good at organising.

Kersal, Brodric Road, D. GLICKMAN.
Eastbourne.

DEGREE FOR ADMINISTRATORS Manchester Leads Again?

I WOULD like to draw the attention of Mr. Adkins, whose article under the heading "Wanted—a Special Qualification for Administrators," appeared in the October journal, to the fact that there is in existence a University

READERS' FORUM

Letters for the December Journal must reach the Editor, 24, Abingdon Street, London, S.W.1, not later than Monday, November 19.

Degree for Administrators which is of a higher standard than the Diploma in Public Administration. This is the Manchester University Degree of Bachelor of Arts in Administration. I know of several local government officers who have obtained this qualification.

Incidentally, is this another example of what Manchester thinks to-day, etc.?

Lancashire County Branch.

MAC.

SPEED OF DEMOBILISATION Plight of R.A.F. Men

UNDER the present demobilisation scheme, the Navy will release up to Group 45 by the end of June, 1946, the Army up to Group 31, but the R.A.F. up to Group 27 only. Why the R.A.F. are being penalised is not made clear. The Government has made a vague reference to Service commitments, but we out here in S.E.A.C. have discovered no evidence of any commitments.

I ask my fellow members to picture the despair of men who have been away from their homes and families six years and more and still cannot see the end of their exile. Homes have been broken up through the long years of separation, and more hang in the balance.

The present plan will release from the Navy a man born in 1910, who has served two years, at the same time as a man of the same age in the R.A.F. who has served five years. What has happened to the age and service scheme?

We are told that the Government is consulting Service Chiefs on the rate of demobilisation. It seems to us that the Service Chiefs, who would suffer a reduction in rank and pay if the number of men were reduced, are not without bias.

Our lives are slipping away and the younger men have lost faith. The bitterness here has to be witnessed to be appreciated.

I appeal to my fellow members, not as an individual but as one representing many, to read this letter again and again, to form their own conclusions, and then to take such action as is consistent. The voice of NALGO is no whisper when injustice is done to its members. Let that voice now speak in resolute terms against this great travesty of fair play to a great section of their fellow-countrymen. If you act, let it be quickly. Otherwise the results may be beyond the control of politicians.

S.E.A.C.

"BHOOLA ADM."

This letter was written before the debate in Parliament on October 22, in which Wing-Cdr. Strachey announced that R.A.F. demobilisation was being accelerated to reach Group 32 by June next. Nevertheless, 50 per cent of the R.A.F. will then be left with the Colours, against 36 per cent of the Army and 52 per cent of the Navy.

NALGO GUEST HOUSES "Finest Investment"

I WARMLY welcome the action of Conference in giving power to the N.E.C. to purchase more holiday centres for NALGO members. In my view, money spent on these properties is one of the finest investments the Association can make.

To put it on the lowest basis, a holiday centre

is one of the finest means of publicity and of great help in recruiting new members, especially if members are allowed a rebate on charges, as they should be.

I hope to see NALGO go ahead with the purchase of guest houses all over Britain, so that our members are sure of a good holiday at reasonable terms, with high standards of food, accommodation, and management.

Good managers are the key to a happy holiday home, and I hope to see a high standard set for the NALGO centres. Guest houses are a gold-mine at present. Let us see NALGO centres as the best of the lot, with the slogan: "Happy Holidays with no cares or worries, whether wet or fine."

This, of course, will need constant supervision by experts. Let NALGO start to get the men with ideas now before the rush starts.

I also suggest that bookings should be made through Headquarters, as for the existing centres. It would be undesirable to allow a new manager to take over bookings. It might easily spoil the place entirely were the type of the visitor allowed to depreciate.

"MANCUNIAN."

TOWN CLERKS' PAY Salaries Often Low

UNDER their constitutions, the Whitley Councils are precluded from dealing with salaries of clerks of local authorities. This leaves NALGO with an added responsibility of ensuring that these officers get fair treatment.

There are at present six appointments as clerks to councils being advertised (including town clerks and the joint position of clerk and chief financial officer) with the following salaries—£250, £300, £350, £400, £425 and £500.

For a post of town clerk in the south-west recently advertised at a commencing salary of £450 (plus bonus) there were, amongst others, applications from sixteen officers already holding the position of town clerk or clerk to the council. The applicants included six solicitors, three holders of the LL.B., one each with the LL.M. and D.P.A., and others with the qualifications of chartered secretary and the I.M.T.A.

Really, NALGO!

Town Hall, Hythe.

R. J. RODDIS.

NALGO deplores the fact that clerks to local authorities are outside the purview of the National and Provincial Whitley Councils. When the National Whitley Council was reconstituted, the Association wanted it to deal with the salaries of all officers, but the associations of local authorities made the exclusion of clerks a condition of their entry into the Whitley system. NALGO was unwilling to give way, and did so eventually largely because the Society of Town Clerks resolved that it did not wish to be included. While NALGO is ready to help town clerks in every way that it can, it does expect them to support its work—and to help themselves.

INFORMATION BUREAUX

A Job for Local Government?

YOUR editorial in the October journal on the need for a better municipal information service emphasises an aspect of local government the need for which has been made more apparent during the war.

In the past few years the public has learned to go to the town hall for information and advice on questions not essentially connected with the local authority. It was found simpler to give information direct to inquirers than merely to say: "Your difficulty is no business of the council." Members of the Forces often brought new and involved problems to their local council which, in most cases, took the most logical course of ascertaining and passing on addresses of the organisations dealing with those problems. By this means, a mass of general information was collected which could be referred to for the benefit of other inquirers. It is true that Citizens' Advice Bureaux have been doing excellent work, but even they often found it necessary to avail themselves of the information amassed by the local authority.

Surely this is a service which should be regarded as one of the duties of local government. Instead of being dependent on casual information and probably being sent hither and thither before finding the correct organisation or department he needs, the citizen should have the

assurance that there is available at his civic centre reliable information and advice on every problem, however personal and complicated.

As your 'editorial suggests, this need could be filled by the institution of a public relations department equipped with competent officers and classified information.

Lewisham branch.

J. M. JACKSON.

MUNICIPAL INQUIRY OFFICES

A Former Junior Protester

As an ex-junior clerk, I object strongly to Major Wright's letter in the October journal criticising municipal inquiry offices, and especially his reference to a "stooge" aged fifteen. I suggest that he should turn to page 426 and look at the cartoon in the top right-hand corner.

GROUP 61 (H.M.F.).

We think our correspondent has missed the point. Major Wright was not criticising the juniors, but the system which turns all inquirers at the town hall over to them. The best junior cannot know everything about the work of his department.

NEW GENERAL SECRETARY

A Member's Question

IN the last two issues of LOCAL GOVERNMENT SERVICE we see an advertisement for a general secretary of NALGO at a salary of £2,000-£2,500. Is this why subscriptions were recently increased? Is this an increase in the salary paid to the late general secretary and, if so, why? Can it be true that there is no present officer employed by NALGO capable of holding down the job?

If so, is it not a sad reflection on the N.E.C. who have been making appointments to the staff for the last twenty-five years?

What is the N.E.C. looking for—an old school tie or a man who understands what the ordinary member of NALGO wants, and how to get it?

Are we to be assured that the man appointed will have a record and background of trade union knowledge and service?

These questions need an answer. They will be asked until a satisfactory answer is forthcoming.

"ONWARD—FOR ALL."

WHY READ "HANSARD"?

Perils of Indifference

AS the writer of the first letter you published on the reading of "Hansard," may I reply to the narrow-minded point of view expressed by J. C. Laurence in the October journal.

Mr. Laurence insists that we should now "concentrate on managing" our own "back gardens instead of trying to manage the British Empire"—this, after we have striven to end a war which has caused and will continue to cause starvation, disease, agony, and death to millions. In other words, we should give unlimited freedom to the base human instinct of selfishness and return to the life of the jungle by repeating the old slogans: "Survival of the fittest," "Every man for himself," and "Damn you, Jack. I'm all right!"

This is precisely the attitude of mind which was the chief contributory cause of the mess in which we now find ourselves. If we return to the "good old days" of ignorance and apathy our whole civilisation is bound to be destroyed within the next thirty years. Only by concerning ourselves with what is going on in the world can we hope to survive, and if enough of us play our part there is no limit to what we can achieve.

HARWOOD. J. WHITEHEAD.

A SUPERANNUATION ANOMALY

Service Under 18 Not Counted

In the October journal you refer to NALGO's pledge to seek, amongst other things, voluntary retirement "at 60, or at any time after completion of 40 years' service." This will be a good thing, but I would like to raise a further point.

There must be hundreds of members who entered the service as juniors at the ages of 14, 15, and upwards. Under the existing scheme, "service" is limited to that rendered between the ages of 18 and 65. In other words, all service given before the age of 18 up to four years is discounted for superannuation purposes. I submit that this is most unfair, and would like to know if NALGO has done, or intends doing, anything about it. Surely all service should count when it comes to assessing an individual's pension.

BRADFORD MEMBER.

NALGO's list of proposed amendments to the Superannuation Act, now being considered by the N.E.C., includes one to reckon service from the age of 16, which is likely to be the minimum age of entry to the service in future.

IF YOU WANT TO BECOME A TEACHER

Ensuring Your Pension

CAN a local government officer transfer to teaching without losing his superannuation rights? This question, academic before the war when few who had chosen the town hall desk were likely to exchange it for the blackboard, is a live one to-day. On the one hand, the big expansion in education called for by the Education Act has created a vast unsatisfied demand for teachers, while the new Burnham scales, above present salaries for the majority of clerical and administrative officers, have made the transfer financially attractive; on the other hand, many officers during the war have been required to teach, either in civil defence or in the Forces, and some have discovered in themselves an unsuspected flair which they are keen to develop. It seems likely, therefore, that a fairly substantial number will wish to transfer if they can, and inquiries received at Headquarters confirm this.

At first glance, there would seem to be no difficulty. For, thanks to NALGO's efforts in Parliament, the Teachers' Superannuation Act, 1945, provides that an officer becoming a teacher under a local authority may either remain under the Local Government Superannuation Act or become subject to the Teachers' Superannuation Acts. If he does the former, his service in local government will count for pension, and he will get exactly the same pension, under the same conditions, as if he had remained in his former job. If he does the latter, then his superannuation contributions up to the date of his transfer will be returned to him, but his period of local government service will not count for pension.

The older officer, with some years of service to his credit, will naturally decide to remain under the Local Government Act. The younger officer, with only a year or two's service, will find it to his advantage (since the Teachers' Act is rather better in some respects) to ignore those years (while collecting his contributions) and transfer to that Act.

So far so good. But, as usual, there's a snag in it. A teacher must be trained. And during the period of training—usually two years—he is neither a local government officer nor a teacher. Moreover, under the Local Government Superannuation Act, 1937, an officer who resigns from the service of one local authority and is not re-employed by another within 12 months, may count his previous service as non-contributory only. And, normally, non-contributory service ranks for pension at only half the rate of contributory service.

Can this difficulty be overcome? Yes—NALGO has found a way. If the officer concerned can persuade his local authority to grant him leave of absence without pay for the whole of his period of training (and, since this will cost the authority nothing, it should not prove too difficult), then there will be no disqualifying break of service. Neither the officer nor the local authority would pay any superannuation contributions during the training period, and that period, therefore, would be reckoned as non-contributory service; but the whole of the previous contributory service would rank for pension.

An alternative, and better, method, would be to persuade authority A, by which the officer is employed in the local government service, to pay him a maintenance allowance (on which superannuation contributions would be paid) during his training, and to persuade authority B, by which he will, when trained, be employed as a teacher, to refund the amount so paid to authority A. If this were done, then the period of training also would rank as contributory service.

The Minister of Health has agreed that leave of absence without pay may count as non-contributory service. But all is not yet plain sailing, for the Minister adds that the grant of leave of absence to train for another appointment "is a matter for the local authority to decide, subject to review by the district auditor in so far as any direct expenditure may be incurred by the local authority." Further, "any cases which may come before the Minister, whether on appeal or as the result of audit proceedings, will have to be dealt with in the light of any representations made."

Nothing very hard to go on there! However, if members wishing to transfer to teaching and not too clear about the position will seek the advice of NALGO district officers, they will be told just where they stand and, if need be, representations will be made on their behalf.

DIPLOMA IN PUBLIC ADMINISTRATION

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NALGO ROLL OF HONOUR

KILLED OR DIED ON SERVICE

Blith, Pte. P. G., 27, R.A.S.C., rent and rate collector, Brixworth R.D.
 Bowen, Capt. E. L., R.A., treasurer's dept., Chichester.
 Cannell, F. Sgt. W.O., S.R.C., 24, R.A.F., treasurer's dept., Rugby.
 *Coomes, F.O. R. J., 20, R.A.F., treasurer's dept., Wallington.
 Everett, Gnr., R.L., 25, R.A.A., surveyor's dept., Rugby (in Japanese hands).
 Godfrey, Sgt. R. K., 20, R.A.F., finance dept., Lewisham.
 *Hardy, P.O. D., R.A.F., libraries dept., West Ham.
 Hazell, L.A.C. W., R.A.F., Chelmsford (in Japanese hands).
 *Hood, K. E., R.A.O.C., electricity dept., Leeds.
 *Horrigan, Sgt. W.O. A.G., W. H., R.A.F., surveyor's dept., Tamworth.
 Knipe, Sgt. H. C., R.A.F. Dumfries.
 Laurie, F. Sgt. J. H., R.A.F. Dumfries.
 Lewitt, A.C. A.J., transport dept., Leicester.
 Mansfield, W. G., architectural and planning dept., West Ham.
 McVillan, Sgt. W., Argyll and Sutherland Highlanders, Oban.
 Montgomery, F. Lt. G. H., 29, R.A.F., treasurer's dept., Rugby.
 Pavitt, Capt. J. E., 31, R.E., engineer and surveyor's dept., Friern Barnet.
 Pelling, Cpl. W.O. A.G., M., finance dept., Southwick U.D.
 Pictou, P.O. R. G., 23, R.A.F., gas dept., Rhyl U.D.
 Pywell, Cdr., F. E. J., 35, R.N., treasurer's dept., Rugby.
 Reed, Pte. W. S., Queen's Royal Regt., accountant's dept., Reigate.
 *Shepherd, F. Sgt. H., 28, R.A.F., rating dept., Rhyl.
 Shiach, 2 Lt. D. G., Argyll and Sutherland Highlanders, Oban.
 Thomas, Sgt. W. M., 22, R.A.F., education dept., Aberdeen.
 Vickery, F. Lt. P., 21, R.A.F., surveyor's dept., Caterham.
 *Young, Coder, E. G., 21, R.N., housing factor's dept., Fife.

MISSING

Jackson, Sgt. Obs., B., 27, R.A.F., treasurer's dept., Evesham.
 Marks, Sgt. Nav., S. J., R.A.F., Dumfries (presumed killed).
 Mitchell, Sgt. A. G., S., R.A.F., Oban (presumed killed).
 *Mycock, Sgt. G. B., R.A.F., pavilion gardens staff, Buxton (presumed killed).
 Myers, P.O. D. V., R.A.F., gas dept., Wombwell.
 Wright, L.A.C. A., R.A.F., treasurer's dept., Carlisle.

REPATRIATED PRISONERS

Astley, F.O., S., Oldbury; Beckett, L. Bdr. C. D., Leicester; Black, Bdr. E. G., Rhyl; Broderick, Tpr., T. M., Lewisham; Coomber, Lt. P. J., Lewisham; Davies, L.A.C. A., Abertillery; Gardiner, A.C. F. G., Hereford B.; Jones Pte. K. R., Blaby; Knowles, Sgt. L. R., Buxton; Nettleton, H., Leeds; Sandford, Cpl. K. G., Lewisham; Strong, Pte. G., Blyth; Taffs, Bdr. A. R., Lewisham; Upton, F. Lt. J. R., Northants; Walker, A.C. L. B., West Riding; Walker, W.O. K. J., Coulsdon and Purley; White, L.A.C. J. G., Cheshire.

* Previously reported missing. † Previously reported prisoner.

AWARDS TO MEMBERS

M.C.

Rees, Lt. D. G., R.E., valuation dept., Exeter—for bridge building under continued shell and mortar fire in a forward area in Italy during November, 1944.

Stewart, Capt. G. W. J. M., 27, R.A., Dumfries C.C.—on April 4-5 Capt. Stewart was the forward observation officer attached to the 1st Bn., the Glasgow Highlanders. The battalion's task was to force a crossing of the Dortmund-Ems Canal and take Drierwalde. The crossing succeeded but the leading company was heavily counter-attacked. The company was surrounded and outnumbered and, despite every effort, the enemy's determined attack gained ground yard by yard.

Capt. Stewart led forward the company's headquarters along with his signallers through close range small arms fire. From this advanced

position he, with complete coolness and courage, brought down defensive fire so close to the enemy's defences that the enemy fled, leaving behind many dead and wounded. The precision and control of artillery fire exhibited by Capt. Stewart throughout this hard-fought action contributed decisively to the success of the operation, throughout which his devotion to duty and his aggressive spirit were outstanding.

D.F.C.

Alexander, F.O. E. S., 22, R.A.F., clerk's dept., Paisley—has completed a large number of sorties, including many operations in support of our ground forces in Burma, and has at all times displayed a high standard of leadership and navigation which have contributed in a large measure to the many successes of the squadron.

Peacock, P.O. R. H., R.A.F., clerk's dept., Middlesbrough—has completed numerous sorties against enemy targets during his first tour of operations. One night in October, 1944, when detailed to attack Cologne, Peacock was forced to make a long bombing run through heavy anti-aircraft fire. Despite this, he continued with his task and bombed the target successfully. An excellent photograph was secured. This officer has displayed untiring gallantry and devotion to duty.

Pont, Act. F. Lt. W. R., R.A.F., accounts dept., Bristol.

Wesley, Sqdn. Ldr. W. G., 31, R.A.F., registrar's dept., Lewisham.

BAR TO D.F.C.

Bateman, F. Lt. D. F., D.F.C., R.A.F., treasurer's dept., Long Eaton—for efficiency and strong devotion to duty.

D.S.M.

Stevens, Yeoman of Signals, S. F., 45, R.N., libraries dept., Lewisham—for gallantry in the face of the enemy and for setting an example of whole-hearted devotion to duty.

D.F.M.

Jones, P.O. A. T., R.A.F., treasurer's dept., Cheshire C.C.—on completion of second operational tour with Bomber Command Pathfinder Force.

G. M.
 Morgan, Lt. L. H., Sawney's dept., Hereford B.—for conspicuous gallantry on beach minefield off the south coast.

M.B.E.

Ballard, Maj. H. J. W., R.E.M.E., engineer's dept., Middlesbrough—in recognition of gallant and distinguished service in N.W. Europe.

MacDougall, Maj., I. A., health dept., Surrey—for service in Italy.

Tasker, Lt. R. R. J., R.E., architect's dept., Cheshire C.C.—for neutralising an unknown land mine and gallantry in the field.

OAK LEAF

Coker, F.O. A. O., R.A.F., valuation dept., Surbiton.

Isherwood, Pte. G., regional planning dept., Oldham—for services in North Africa and Italy.

B.E.M.

Rowlands, W.O. A., R.A.F., architect's dept., Cheshire C.C.—for devotion to duty.

Wythers, Sgt. R. G., Intelligence Corps, welfare dept., L.C.C.

CERTIFICATE OF MERIT

Baker, Maj. W. G., rating and valuation dept., Penybont R.D.

Maddock, Sgt. A. R., R.E., engineer's dept., Basford R.D.—for services in N.W. Europe.

MENTIONED IN DISPATCHES

Abbott, Cpl. G. M., R.C. of S., treasurer's dept., Hackney—for devotion to duty on operations.

Coker, F.O. A. O., R.A.F., valuation dept., Surbiton. (Second mention.)

Jones, Sgt. G., R.A.O.C., education general dept., Pembroke C.C.—for services at the Aomori beachhead.

Loynes, Capt. E. D., education dept., Surrey.

Morris, Sgt. G., R.A., welfare dept., Glamorgan C.C.

Paul, Sgt. D. F., 27, R.A., engineer's dept., Lewisham—for service in Italy.

Rawes, Maj. G. R., R.A.O.C., treasurer, Friern Barnet—in recognition of distinguished services in N.W. Europe in 1944.

Rees, Lt. D. G., R.E., valuation dept., Exeter—for work performed early in 1945.

Roy, Capt. A. C., R.E., architect's dept., Cheshire C.C.

Summer, S. Sgt. F., education dept., Enfield—for gallant and distinguished service with C.M.F.

I Found an Earthly Paradise—in the Cocos Islands

By A. E. HARRISON, A.I.M.T.A., A.C.I.S., R.A.F.

ON a small group of coral islands or atolls in the Indian Ocean, midway on the steamship and air routes between Ceylon and Australia, dwells a small community who enjoy what the peoples of more "civilised" lands have long sought in vain—social security. Here, on the islands of the Keeling Cocos Group, as I have recently seen for myself, a system of social conditions has been evolved which is perhaps as advanced as any to be found elsewhere in the world.

The people of the community, numbering approximately 1,600, are of Malayan (Indonesian) stock, a sect of the Moslems, whose ancestors came to the Islands more than 100 years ago as coolies when a certain John Ross and his partner settled here to develop the copra trade. Ever since then, the Ross family has administered and developed the estate, always putting the welfare of the people first.

There is work for every boy and girl who wants it from the ages of fourteen and thirteen respectively. Men are engaged in fishing, bush clearing, road repairing, carpentry, and boat building, and as electricians, masons, shepherds, sail-makers, and storekeepers, whilst the women work in the copra drying sheds, the laundry, and at sail sewing and gardening. No woman is compelled to work; but if she wants a job one is found for her.

Money wages are paid to both sexes. Though not large by Western standards, they are adequate for local needs. Basic foods are sold at less than cost price (rice, sugar, and flour have to be imported); necessities at cost price; each family has its own fowls; and fish is abundant; so that the "real" wages of the people are not represented by their cash earnings.

The people are sturdy and well-nourished. The ubiquitous coconut provides them with oil for lighting and cooking, whilst the husk is used for

fuel. Roads are well-tended and maintained, and the houses are well planned, each surrounded by a well-tended garden with a wealth of flowers (the sweet-smelling roses make the Englishman dream of home). Water is obtained from easily accessible wells; night-soil is disposed of by a sanitary party.

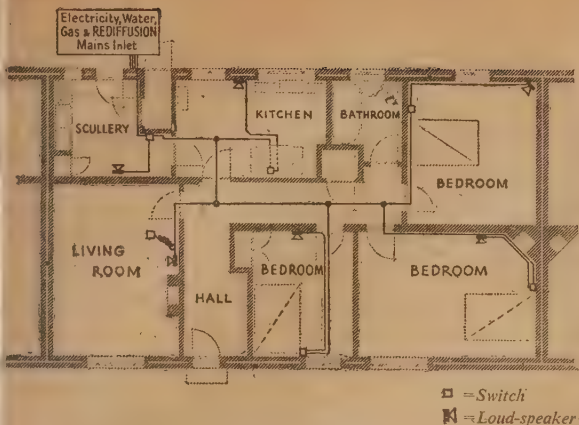
On marriage, each couple is presented free with a well-built, three-roomed house, complete with heavy furniture. All medical services are free, but such is the healthy life that serious disease is virtually unknown. Confinements are supervised by midwives with the assistance of their apprentices; incidentally, midwives are the highest-paid women on the island.

There are no police: four "watchers" only are maintained. The code of laws is simple, and the governor is chief magistrate and arbiter of disputes. Crime is negligible, and there has been no case of theft for many years.

Assistance in time of trouble is well-established and the widow and the orphan especially are well cared for, being provided with work, or, if they are unable or too young to work, given free food and clothing. Retirement on half-pay at 65 is optional. Education on Western lines is not considered necessary, but all are given vocational training.

Amongst the artisans, fine workmanship is general. The women are just as capable as the men, and their homes are always in excellent condition: dilapidated or "insanitary" houses are unknown.

Credit for this achievement must be given to the far-sighted and benevolent policy of the Ross administration: in the words of the late U.S. Consul Ross: "My ancestors are so proud as the islands. We have taken a little and dreamless nights. . . . We are a happy little community—a terrestrial paradise."



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Branches and Members Must Play a Bigger Part in Public Relations Drive

BY the time these words are read, we shall know what changes have taken place in the public attitude towards local government. Whether it be sweeping or not; it is certain that the community as a whole is becoming more conscious of the importance of the service.

The Press is playing a big part in directing public attention to local affairs. The Scottish Press, in particular, is showing unusual interest, and NALGO has been given an opportunity of contributing to the campaign. That is a generous acknowledgment of the fact that our point of view commands respect—and it imposes on us a special responsibility to supplement these outside

We cannot fairly blame the public for indifference if we make no effort to remove the cause



"This is the Chief's room—he's just been demobbed you know!"

of that indifference. Before citizens can be expected to take a genuine interest in local affairs, they must be given information which will excite their interest.

Local authorities have hitherto failed to publicise their work and activities, and it has been left to NALGO to undertake the task. The report on "Relations between Local Government and the Community" and the NALGO exhibition are efforts on a national scale. But national efforts are not enough. In so intensely local a matter as local government, effective public relations must be the responsibility of each individual branch and each individual member. Headquarters has suggested to branches many ways in which they can attract the public interest. It is now up to them to take up the campaign with energy and initiative. The successful prosecution of this policy is now urgent. We must encourage and extend the interest being developed by the Press, so that we shall be able to promote a closer relationship with the public.

Joint Industrial Council

Grouping Appeal—The Appeal by Perth and Kinross county councils against their appointment to Group 2 was not sustained.

Burghs under 5,000—An application to extend the awards of the council to the small burghs of less than 5,000 population has been referred to the executive for examination of the legal issues involved.

Stirling Dispute—The Council has agreed to offer to promote a settlement, as requested by the Ministry of Labour.

V. J. Holidays—The Council has expressed the view that the award should be interpreted in as generous a way as possible for those unable to take advantage of the holidays granted at the end of the war.

Health Services—The health services sub-committee is to consider the position of technical staffs in hospitals and institutions.

Summer School

A summer school is to be held at St. Andrews University from June 29 to July 6 next year. Arrangements will be made by the district com-

and branches are asked to publicise the school among their members.

New District Officer

H. G. RAE has begun duty and will take over full responsibility as Scottish district officer early in January. Members will have an opportunity at the next meeting of the district committee of welcoming him on his return from six years' service in the R.A.F.

COMPLAINTS AGAINST AN OFFICER

Judge Upholds His Right to be Heard

IT is elementary justice that when a local authority receives complaints against a local government officer, it should inform him of the fact and allow him to attend and reply to the complaints at any meeting, formal or informal, at which they are considered. Unfortunately, not all local authorities follow this precept, and NALGO has had many fights to secure its observance.

Clear confirmation of the Association's view was given by Mr. Justice Lyskyns in the course of a judgment in a High Court case recently.

During the case it was stated that allegations against an officer were considered at a private and informal meeting of all the members of a local authority. The officer concerned was not present at that meeting—but he was invited to be heard at a later formal meeting of the council. Commenting on this procedure, Mr. Justice Lyskyns said:

"Why a formal meeting of the Council was not called to consider the report of the committee, I do not know. It was, in my opinion, quite wrong to call the councillors together, in this way, and to give them an *ex parte* statement of the facts without giving the plaintiff notice, and without giving him an opportunity of being present and being heard."

"Once the councillors had come to a unanimous conclusion at this meeting, it is idle then to offer the plaintiff an opportunity of appearing before the same councillors at a subsequent formal council meeting to state his case before them."

This judgment should materially help NALGO to enforce its claim for a fair hearing for any member against whom complaints are made.

NEW N.E.C. MEMBER FOR NORTH-WEST

Mr. A. S. Garnett

A. S. GARNETT, newly elected as one of the North-Western district representatives on the N.E.C., in place of W. THRELFALL, who resigned on taking up an appointment in Kent, has (though none would believe it from his appearance) spent forty years in the service of Liverpool corporation, first in the city engineer's accounts department and latterly as clerk-in-charge of the supplies section.



Mr. Garnett dates his interest in NALGO to the years immediately after the last war when, as joint secretary for Liverpool of the Municipal Employees' Association, he recognised the greater advantages membership of NALGO offered to clerical and administrative staffs, and persuaded a large body of his members to transfer. He was Liverpool's first B. & O. Fund secretary, a position he still holds,

has been a member of the district committee and district B. & O. committee (of which he is now chairman) for many years, and was for a time, in its early days, a member of the Lancashire and Cheshire provincial council. Mr. Garnett has attended every Conference save one since 1925.

R.A.F. Men in Industry A Wrong Righted

IT is good news that the Government has at last righted the wrong done to those R.A.F. men who, when the emphasis of the air was changed, were transferred to the aircraft industry. At the time of their transfer, these men were assured that they would not be handicapped in relation to their colleagues who remained in the R.A.F.; yet, when demobilisation began, they found that the period of civilian war work was being counted as military service, with the result they were placed in a much later demobilisation group than they would have qualified for had they remained in the R.A.F.

In reply to questions in Parliament last month Mr. Strachey, the Under-Secretary for Air, announced that all such men who were given the written assurance on transfer would be allowed to count their civilian service as service in the



R.A.F., and that their release dates were being adjusted accordingly. At the same time, however, he made it clear that this decision would not affect the general principle that work in industry could not be counted as equivalent to service in the colours; the concession would therefore apply only to those men who were given a written assurance on transfer.

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NORTH-WESTERN AND NORTH WALES

Bangor B. has agreed to increase the salaries of three officers serving in H.M. Forces to the appropriate figures under the general division of the provincial council scales.

Caernarvon C.C. has agreed to place its school attendance officers in P.T.A. grade "A" of the provincial council scales.

Burnley C.B. has accepted the national and provincial council recommendation to allow registration officers to retain the fees paid to them for special war-time duties.

Leyland U.D. has agreed to increase the salary of its rate collector to the maximum of P.T.A. grade "B" from April 1, 1945.

Penrith U.D. and Ennerdale, Newtown, and Llanddole R.D.s have adopted grading schemes prepared by the appropriate provincial councils.

Of twelve appeals on behalf of **Southport** members heard by the provincial council appeals committee, three were allowed, two were deferred for further information, and consideration of one was adjourned. Of thirteen appeals on behalf of members employed by the **Stretford and District Electricity Board, Accrington, Ashton-under-Lyne, Buxton, and Widnes B.s.**, and **Whitton U.D.**, three were allowed, eight rejected, and consideration of one was adjourned: in one case the committee reaffirmed a previous decision.

Barrow-in-Furness C.B., after considering an approved scheme of annual holidays submitted by the district officer, rejected the proposals, and adopted alternative regulations which involved a reduction of existing holidays. Strong representations were made on behalf of the Association at a meeting of the council in committee, in consequence of which existing arrangements are to continue, pending the issue of national recommendations.

Blackburn C.B. has adopted, with slight modifications, a model constitution prepared by the Association.

Stockport C.B. has agreed to an application for the restoration of pre-war hours of duty on Saturday mornings.

Holyhead and Machynlleth U.D.s and Deudraeth R.D. have joined the North Wales provincial council, making a total of 39 out of 71 authorities in the area.

The staff side of the Lancashire and Cheshire provincial council has submitted recommendations on the detailed application of the National Whitley Council's scheme for resettlement, with particular reference to the establishment of "refresher" courses and other courses of study.



"Just part of the Council's scheme, my dear!"

which, it is suggested, should be arranged in consultation with education authorities.

Liverpool C.B. has decided to pay arrears of bonus to former officers who left its service after the operative date of the latest bonus award, but before the date of its adoption by the council.

Bury C.B. and the Irwell Valley Water Board have adopted scales of additional allowances for non-contributing service based on length of service.

NORTH EASTERN

Houghton-le Spring U.D. and Castle Ward R.D. have joined the provincial council, and **Castle Ward R.D.** has regraded its staff within the provincial council scales.

Darlington C.B. and Newbiggin U.D. have adopted the provincial council scales.

Whitley Bay U.D. has adopted the provincial council's sick pay scheme.

Of 16 claims for regrading by officers employed by **Middlesbrough C.B.**, the provincial council appeals committee has awarded four in full and four in part, adjourned three pending reorganisation, and rejected five.

Sickness Scheme Declared a "Condition of Employment"

NALGO has gone a further stage towards the establishment of Whitley Council recommendations as "recognised terms and conditions of employment" enforceable against all local authorities under the Conditions of Employment and National Arbitration Order.

Some time ago, the Association asked Rochdale corporation to adopt the scheme of sickness payments recommended by the Lancashire and Cheshire Provincial Council. The corporation refused, whereupon **NALGO** reported the dispute to the Ministry of Labour. The Ministry referred the dispute in the first instance to the provincial council for settlement and the appeals committee of that body, after hearing both sides, determined that the sickness scheme did come within the definition of recognised terms and conditions, and made a strong recommendation that Rochdale should adopt it forthwith.

Such a recommendation by the appeals committee is not enforceable as it stands, and should Rochdale persist in its refusal, the case will go to the National Arbitration Tribunal, whose decision will be binding. It is hoped that this further step will not be necessary; should it be, there can be little doubt that the decision of the appeals committee will carry great weight with the Tribunal. It has already influenced the councils at **Bacup and Colne** to adopt the scheme. **Bangor B.** has adopted the similar scheme of the North Wales provincial council after a dispute had been reported to the Ministry of Labour.

Government's Training Offer to Nurses

A **GOVERNMENT** scheme to assist men or women nurses to train for positions as sister tutors or male tutors was announced by the Ministry of Health recently. Successful applicants (who will be chosen by a professional selection board without examination) will have all training and examination fees paid and will receive, in addition, an allowance of £150 for maintenance and expenses during training. Details from Ministry of Health, Division 4A(8), London, S.W.1.

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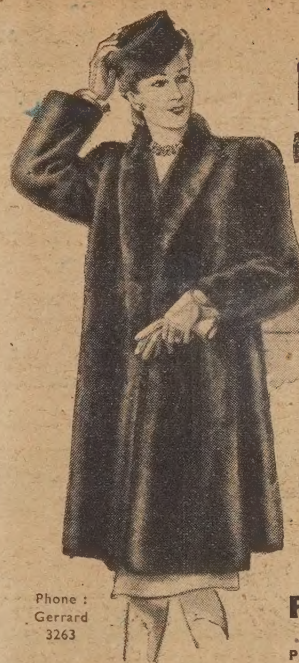
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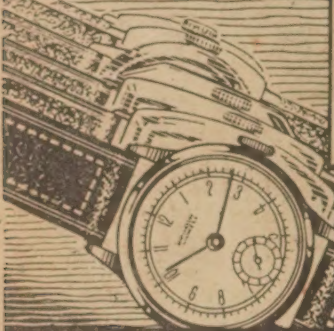
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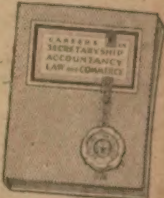
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